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Strikes and Lockouts in Canada During 1950 With Information for Certain Other Countries (April, 1951).

ERRATA

On Page 41—Column 1—para. 3—11th line—for Harvard *read* Howard.

On Pages 1315 and 1433—under June, 1951 "Total"—for 182·1 *read* 184·1.

On Pages 1315, 1433, 1600 and 1774—under March, 1949 "Total"—for 150·2 *read* 159·2.

On Page 1600—footnote "†"—for including *read* excluding.

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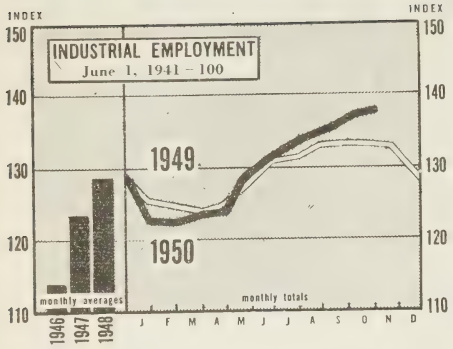
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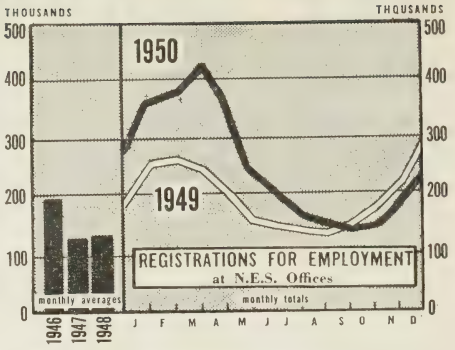
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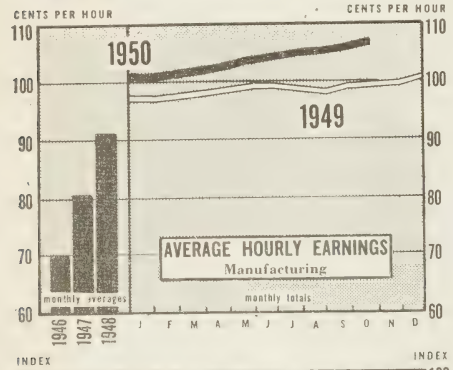
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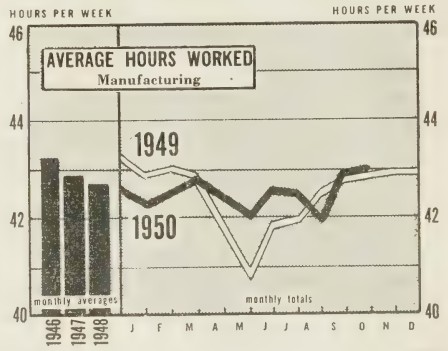
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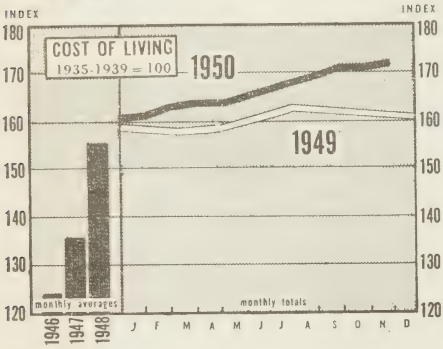
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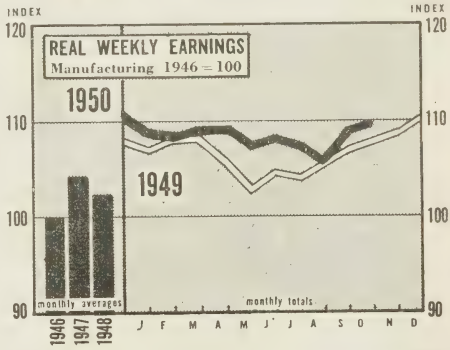

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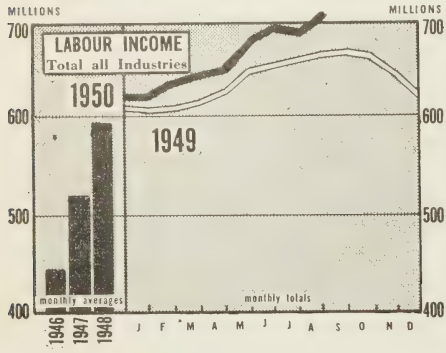

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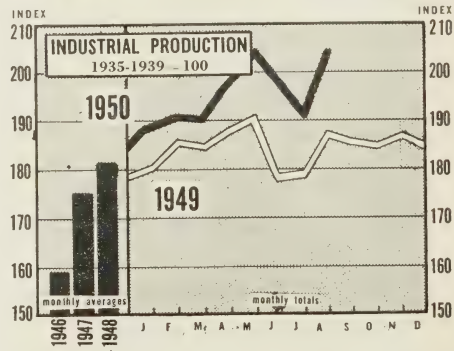

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CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at January 10, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

FOR THE past few months, a feature of the labour scene has been the growing scarcity of certain types of skilled workers on one hand, and the increasing seasonal unemployment of unskilled workers on the other. While the strong labour demands in the logging industry, and the increase in employment in manufacturing industries together had reduced the burden of seasonal unemployment considerably below that of the previous year, the numbers looking for work through the National Employment Service still exceeded that of the winter of 1948-49.

During December, there was little change in this basic pattern. Machinists, tool and die makers, welders and moulders continue in short supply, and many firms report difficulty in finding semi-skilled men with suitable experience on machine tools and metal working. At the same time, the usual seasonal declines in employment in construction and transportation, as well as in some manufacturing industries, have been reflected in a further increase in the number of applications for work on file with National Employment Service offices to 227,000 on January 1, about 41,000 above the total a month earlier, but 47,000 below the figure at the same date a year ago

This combination of shortages of particular skills and of a fairly substantial amount of seasonal unemployment reflects the fact that the pressures of increased defence preparations on the economy have so far been limited and specialized. While the expectation of further price rises and of future shortages has stimulated demand for a wide variety of goods and services, the greatest pressure has been on the metal working industries. There has been a very strong demand for such consumer goods as automobiles and electrical appliances, as well as for producers' equipment since it is here that shortages of materials are likely to affect production first. As far as labour is concerned, this means that the expectation of a defence budget much heavier than ever before necessary in peacetime has stimulated production and employment in those very industries most likely to compete with defence plants for supplies of suitable labour.

In the coming months, defence projects will likely have the advantage over non-defence plants in the competition for available supplies of skilled labour, because of the priorities given to the former in the matter of vital materials. To the extent shortages of key materials cause layoffs in non-defence industries, some workers will be released for employment in defence plants. It should be pointed out, however, that the housing shortage, among other factors, has tended to reduce labour mobility in the

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past few years. To date, there have been relatively few layoffs in manufacturing industries due to shortages of materials, though inventories of steel are declining and many employers expect difficulties in the near future.

If the manufacturing industries as a group draw on the other industries for their labour supplies to any large extent over the coming year, a gradual redistribution of the working force as between industries will take place. Since the war, manufacturing employment as a whole has declined relative to that in construction, transportation, trade and services. Over the next year, the balance may alter again in favour of manufacturing, as workers move to factory jobs from other industries.

Such a shift, however, may leave the primary industries, services, and construction short of workers to meet their peak needs during the late summer and fall. The major part of the current surplus of labour will be quickly absorbed by the primary industries and construction when seasonal activity again begins. In effect, the normal seasonal slackening in these industries tends to conceal some of the problems of securing adequate labour supplies for all industries which will exist over the next year.

In a broad sense, it is just as vital that the strong labour needs of the primary industries be met over the coming year as it is that the defence commitments be filled. Base metals, for example, of which Canada is a major producer, are vital to defence. High levels of production in agriculture will also be essential, both to help maintain living standards in many European countries, and to help prevent rapid rises in the prices of foodstuffs in Canada.

In recent months, the rising food prices have been one of the most important factors in the increase in the cost-of-living index. These rising prices have stimulated demands for increased wages in many manufacturing industries. In some cases, wage rates have been tied to price rises through collective agreements. The latest figures reveal that until November at least the rise in the cost of living has been more or less matched by the rise in average earnings.

One of the most important increases in wage rates to take place recently was that granted to the railway workers by the decision of the arbitrator, Mr. Justice Kellock, handed down on December 18. A 7-cent an hour increase was granted to the non-operative railway employees, retroactive to September 1, 1950, and the 40-hour week was to begin on June 1, 1951, subject to the proviso previously agreed to that should a national emergency be declared, the workers would continue with the 48-hour week at straight time rates. At the time the arbitrator was called in, the employers were offering the 4-cent an hour increase granted in the Maintenance of Railway Operations Act, retroactive to September 1, 1950, and the unions were asking 7 cents an hour, retroactive to June, 1950. The arbitration award granted the hotel and water employees of the Canadian National Railways only the 4-cent an hour increase granted in the Act, and denied them the 40-hour week. This was done on the grounds that these employees of the railways were really in a separate industry, and that their wages and hours of work compared favourably with those in similar jobs elsewhere.

IN BRIEF . . .

Industrial employment continued to increase at the beginning of November when the index for the 8 leading industries rose to 137·9, 0·3 per cent higher than at October 1, and 4·2 per cent above November 1, 1949. The index of employment in manufacturing declined seasonally to 128·2 at November 1, 0·1 per cent below that of a month earlier, but exceeded the November, 1949 index by 3·2 per cent.

CURRENT LABOUR STATISTICS

(Latest available statistics as of January 10, 1951)

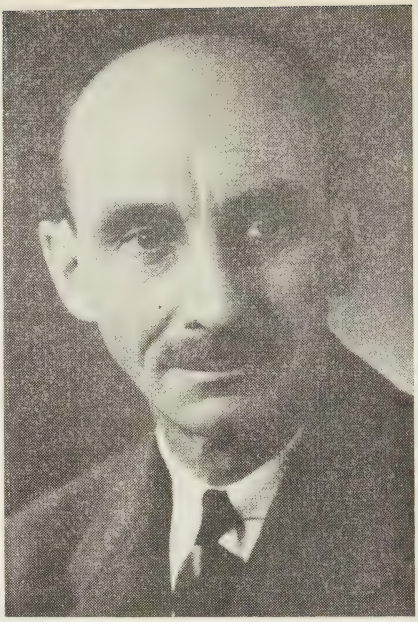
Principal Items	Date	Amount	Percentage change from Previous Month	Percentage change from Same date Previous Year
Manpower—				
Total civilian labour force (a)	Nov. 4	5,201,000	—	0·0
Persons with jobs (a)	Nov. 4	5,084,000	—	+0·6
Persons without jobs and seeking work (a)	Nov. 4	117,000	—	−20·4
Registered for work, N.E.S.				
Atlantic Region	Dec. 28	28,123	+18·1	−29·8
Quebec Region	Dec. 28	71,076	+28·7	−19·5
Ontario Region	Dec. 28	52,912	+13·4	−19·5
Prairie Region	Dec 28	37,712	+23·5	+0·8
Pacific Region	Dec. 28	37,054	+23·3	−12·9
Total, all regions	Dec. 28	226,877	+21·8	−17·2
Ordinary claims for Unemployment Insurance benefits	Dec. 1	124,794	+38·2	−18·1
Amount of benefit payments	Nov.	$4,184,103	+17·2	−17·1
Index of employment (June, 1941=100) (Eight leading industries)	Nov. 1	137·9	+0·3	+4·2
Immigration	Oct.	5,771	+14·7	−28·3 (b)
Industrial Relations—				
Strikes and lockouts—days lost	Dec.	8,438	—	+101·9 (b)
Number of workers involved	Dec.	2,562	—	+30·6 (b)
Number of strikes	Dec.	13	—	+5·4 (b)
Earnings and Income—				
Average weekly salaries and wages ((eight leading industries)	Nov. 1	$46.39	+0·9	+5·9
Average hourly earnings (manufacturing)	Nov. 1	$1.06	+0·9	+6·7
Average hours worked per week (manufacturing)	Nov. 1	43·0	+0·2	+0·5
Average weekly earnings (manufacturing)	Nov. 1	$45.67	+1·1	+7·2
Cost of living index (average 1935-39=100)	Dec. 1	171·1	+0·2	+5·9
Real weekly earnings (mfg. av. 1946=100)	Nov. 1	109·4	+1·0	+1·6
Total labour income	Sept.	$716,000,000	+4·4	+8·2
Industrial Production—				
Total (Average 1935-39=100)	Oct.	207·9	+1·7	+11·8
Manufacturing	Oct.	219·1	+2·2	+12·8
Non-durables	Oct.	196·6	+1·8	+8·0
Durables	Oct.	257·6	+2·9	+19·6
Trade—				
Retail trade	Oct.	$716,800,000	−4·0	+2·8
Exports	Nov.	$292,700,000	−7·1	+0·1
Imports	Nov.	$328,100,000	+2·3	+36·9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

NEW YEAR'S MESSAGE
OF THE HONOURABLE
MILTON F. GREGG
MINISTER OF LABOUR



In extending my sincere greetings to the citizens of Canada on the eve of another new year, I wish that circumstances were such that prosperity in the next 12 months were all that were necessary to bring peace and happiness for us all, for certainly our economic position would seem to be vigorous enough to assure us this prosperity. However, in these days we are keenly aware of the fact that prosperity is not the sole consideration. Canada is a member of a family of nations, and like the individual member of any family, her peace and happiness are not assured solely by a high level of prosperity.

World events rest heavily upon us as we look into 1951. Regardless of what develops during the coming year, we already know that we are committed to a course which will mean heartache to some, hardship to many, and sacrifices to all. Already there are hundreds of homes in Canada experiencing the anxious emotions known only to those who have members of the family thousands of miles from home in a theatre of war. We all can anticipate making sacrifices. No one would suggest that we at home could match the sacrifices of those who serve in a hostile area, but nevertheless we can all expect to shoulder our proper share of the burden of the United Nations defence.

In the face of these facts, our New Year's greetings this year would have a hollow ring were it not for the fact that each week that passes sees a further strengthening of the defence resources of the nations who stand for peace. And with this strengthening we must hope that there will be a comparable weakening of the resolve of the aggressor nations to dominate the world by force.

To prepare for an all-out war the task would be at least clear cut. But we must keep before us the fact that the aggressor is in the position of calling the tune. At any time his forces can be halted and the situation relaxed in an attempt to bewilder our course, wreck our economy. And so, we must keep our economy and trade healthy and strong, while at the same time pushing forward with vigour our preparedness schedule. However difficult it must be to superimpose on our normal economy a defence program which will place Canada in the position of being able to do her full part in assisting to meet any emergency, that is the task that must be done.

It can only be done, however, if we all unite in a determined effort to use our utmost powers wherever they are most needed. Added to the increased demands for greater defence production, we can anticipate growing demands for men in our Armed Forces. We must certainly expect some industries to face shortages of labour in the next 12 months. Canadian industry should plan accordingly. More women will undoubtedly be entering the labour force, and industry should not overlook the valuable contribution to production, as well as to the more important factor of human wellbeing, that can be made by the older workers and the physically handicapped.

In all this, we can confidently expect the complete support and co-operation of organized labour. Labour has continually shown its loyalty to the common cause. Its vigorous action in setting its own house in order in recent years has further added to its record of stability and sense of responsibility. It understands only too well what can happen when communism is left unhampered to do its work. Canada can be thankful for the sanity and loyalty of the million Canadian men and women who make up the front line force of our country's production effort. As Federal Minister of Labour I wish each one of them a useful and a happy New Year.

NEW YEAR'S MESSAGES OF LABOUR LEADERS

At the beginning of the New Year, messages of greeting were issued to the people of Canada by the leaders of the three major Canadian labour organizations.

Percy R. Bengough

Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada stressed the urgency of the times, and the grave period in world history facing the people of the free world. He urged Canadians to "stay together in the common interest whatever incidents or events may tend to divide us." People all over the world want peace, and it is only through international co-operation that this can be obtained, Mr. Bengough said, but there are those who do not want peace, and "are seeking to use the misery of depressed peoples as the medium to bring about their complete enslavement." He warned against those forces at work in Canada who would destroy our freedom and our free organizations.

"The Trades and Labour Congress of Canada has taken a firm stand against all Communists, their fellow travellers and sympathizers," Mr. Bengough said, and they were not wanted. However, he pointed out that this policy was not a "witch hunt;" these measures were not taken out of fear; but because labour understood the methods of the Communists, and would not allow them to use the labour movement to destroy itself.

Mr. Bengough then praised the increasing solidarity of organized labour in Canada. He said that the current campaign of labour for the reimposition of price controls was both a historic and necessary event. "The encouraging feature of it is that organized labour, however many houses it may be divided into, can find common ground in the face of a common threat and meet adversity together," he said. Price control is necessary to protect the standard of living of Canadian workers, Mr. Bengough said, and his organization wants prices negotiated in the same manner as wages.

As a means of defeating Communism, Mr. Bengough urged increased aid to the under-developed areas of the world, and the protection of economic and social standards on the home front for all, regardless of class, creed or vocation.

A. R. Mosher

Stating that "the outlook for the New Year is far from bright," Mr. A. R. Mosher, President of the Canadian Congress of Labour, warned against closing "our eyes to the seriousness of both the national and international situation." Such a policy would only serve to create a false sense of security anl lead to wrong and unwise decisions, he said. On the other hand, Mr. Mosher warned against undue pessimism or a feeling of helplessness because of the disturbed situation.

Speaking of Communist aggression in Korea, and the attempt by the United Nations to bring about peace, Mr. Mosher said, "the high hopes which accompanied the establishment of the United Nations have not been realized but we may take some comfort from the thought that the situation would be much worse if the United Nations had not been established." He emphasized Canada's contributions to the United Nations, and described Canada as "comparatively one of the most fortunate countries in the world. . . ."

Mr. Mosher urged Canada to be prepared to meet all its obligations in the international field, and to "make the utmost use of our resources, and face our difficulties as a united people." However, these responsibilities in the international field "do not excuse our failure to take whatever steps are necessary to protect, if not improve the standard of living of our people," he said.

One of the big domestic problems of the moment is that of price control, Mr. Mosher said. He deplored the increase in the cost of living and in rents since the end of price control in 1946, and urged the re-imposition of these controls to halt what he called "wholly unjustified" price increases in recent months which have "nullified any wage increases obtained."

Gérard Picard

On behalf of the Canadian and Catholic Confederation of Labour, Mr. Gérard Picard, the General President, expressed his organization's wishes for a happy 1951 to the people of Canada. "It is my wish that our trade union movement may experience during the year 1951, an expansion worthy of the doctrine it upholds and consistent with the legitimate aspirations of the working class," he said.

Mr. Picard extended the good wishes of the CCCL to all the Canadian labour organizations, and expressed the hope that "in spite of the dark threats now hanging over us," the New Year will find "men of goodwill" attempting to bring about "increased justice for all."

Notes of Current Interest

Introduction of old age security plan proposed

A Conference of Federal and Provincial Governments was held in Ottawa beginning December 4. The principal subjects discussed were fiscal matters and old age security.

In his opening remarks the Chairman of the Conference, Rt. Hon. L. S. St. Laurent, Prime Minister of Canada, stressed the changes in Canada's national outlook that had occurred since the Conference of 1945.

At that time, he said, "We had high hopes that the foundations were being laid for a secure and lasting peace and we were thinking primarily not in terms of national security but in terms of maintaining employment, prosperity and social security in our own country. We all wanted, indeed we were all resolved, to avoid if at all possible the economic and social frustration and disappointments which had followed the first world war and which made the decade of the thirties such a grim memory for so many of our people.

"Unhappily today our main preoccupation is not and cannot be with the maintenance and expansion of prosperity and security within our own country, though these continue to be our constant objectives. Our main preoccupation is for the security of our country and its people, and our only real hope of that security lies in the prevention of another world war. We have been driven inexorably to the conclusion that the only way those who wish to prevent war can prevent it is by preparing to resist aggression—and preparing to resist it successfully."

On the question of fiscal arrangements, the Prime Minister said that the Federal Government was prepared "to enter again into so-called tax rental agreements with all provinces in terms similar to, though not identical with, the agreements now in force with eight provinces."

As regards old age security, Mr. St. Laurent recalled that at the last regular session of Parliament, a joint committee of the Senate and House of Commons, representative of all parties and all sections of the country, presented a unanimous report in favour of a universal federal old age pension of $40 per month for those aged 70 and over, to be financed in the main by contributions, and pensions of the same amount to those in need between ages 65 and 70 financed on a 50-50 basis by the Federal and Provincial Governments.

"In the light of the widespread approval of that report," Mr. St. Laurent said, "the Federal Government is prepared to accept the general lines of its recommendations and to propose them to the Conference as a basis for joint action. The general lines of the parliamentary committee's report resemble closely the proposal made at the Conference in 1945.

"The implementation of a scheme along these lines will involve a substantial increased expenditure of the order of $250,000,000 by the Federal Government, and the parliamentary committee recognized the necessity of devising some method of raising the necessary sum by appropriate contributions. The working out of a precise method of contributions will be a federal responsibility once the necessary constitutional jurisdiction is vested in Parliament.

"The parliamentary committee recognized the necessity of a constitutional amendment to give the federal authorities the jurisdiction to establish a contributory system of old age security. Before seeking such an amendment, the Federal Government is of the opinion that we should have the unanimous agreement of the provincial authorities.

"Of course such an amendment should not deprive any province which wished to do so of the right to add supplements to the federal or the joint pensions.

"Should unanimous agreement to such a proposed amendment be achieved, the Federal Government will be prepared to take the steps necessary to implement its part of an old age security plan along the lines recommended by the parliamentary committee.

"This decision respecting old age pensions was not taken without careful consideration of its financial and economic implications. There is a case for withholding action until the present inflationary pressures and tax requirements have been eased. On the other hand, the provision of a comprehensive system of old age security is a matter of the highest social priority which cannot be postponed indefinitely. It will be the aim of the Federal

Government to finance the scheme in such a way as to minimize the inflationary effects."

Following Mr. St. Laurent's remarks, and those of several members of his Government, the Premiers of the Provinces each made general statements of their views.

The discussions were then continued in committees which met in camera.

At the conclusion of the Conference the Prime Minister issued the following press statement:—

The Conference discussed—

1. The offer of the Federal Government for new tax agreements;

2. The offer of the Federal Government respecting old age security;

3. A Provincial proposal for an amendment to the Constitution to permit the provincial legislatures to levy an indirect sales tax at the retail level.

It was agreed that the proposed amendments to the Constitution regarding this indirect tax and regarding old age pensions should be drafted by the Department of Justice and submitted to the Provincial Governments for early consideration;

That a continuing committee should be set up to consider the character of legislation which would be appropriate respecting persons between the ages of 65 and 69 and to what groups thereof and under what conditions it should be made applicable in each Province;

That the continuing committee should be under the Chairmanship of the Minister of National Health and Welfare and should be brought together as soon as Provincial decisions had been reached on the constitutional amendment;

And that the Provincial Governments would consider the proposal for new tax agreements and indicate their respective positions at a later date.

It was also decided to suspend the further deliberations of the Federal-Provincial Conference on Constitutional Amendment and of its Continuing Committee of Attorneys-General pending consideration of the tax agreements and related matters. Once these have been disposed of, the Committee of Attorneys-General will resume its deliberations at the earliest convenience of the Federal and Provincial Governments.

"Colombo Plan" for Asia

A comprehensive six-year program for economic development in South and Southeast Asia was revealed on November 28 in a report published by seven member-countries of the Commonwealth — Australia, Canada, Ceylon, India, New Zealand, Pakistan and the United Kingdom. This program is designed to raise production and living standards and thus promote economic and social stability in the area.

Development projects are blue-printed for India, Pakistan, Ceylon, Malaya, Singapore and British North Borneo. The plan attaches great importance to bringing in other countries of the area and to putting the whole program into a world context:

"The need to raise the standard of living in South and Southeast Asia is a problem of concern to every country in the world, not only as an end in itself, but also because the political stability of the area and its economic progress are of vital concern to the world."

The report shows how crucial this area is to a prosperous world trade. The effects of destruction and sacrifice during and since World War II have been grievous, despite the strenuous efforts already made towards recovery.

The area as a whole has 570 million people, of whom 446 million live in Commonwealth countries. With a rapidly growing population, the standard of living —already low—is in danger of falling still further unless rapid steps are taken now to widen the horizons of economic development.

The target of the six-year development program is to increase land under cultivation by 13 million acres, to produce 6 million more tons of food grains, to increase by 13 million acres the land under irrigation, and to increase electric generating capacity by more than 1 million kilowatts.

The "Colombo Plan"—as it is popularly known—began in January 1950 at a meeting in Colombo, Ceylon, of Cabinet Ministers representing the Commonwealth countries. At a second meeting in Sydney, Australia, in May, the group decided that a start on the problem of relieving the poverty and underdevelopment of this area could be made by each country drawing up a realistic assessment of what it could do in six years on the assumption of co-operation both inside and outside the Commonwealth.

At a further meeting in London these separate programs were brought together. The meeting undertook a careful study of the problem as a whole and of its importance to a peaceful world based on freedom and adequate living standards. The conclusions of the conference are presented in the report now published.

Essential to the program is an increased supply of skilled manpower. The Governments therefore agreed at their Sydney meeting to provide finance up to £8 million ($22·4 million) to set up a Council for Technical Co-operation, with headquarters at Colombo, which would intensify

the training and exchange of skilled technicians and would co-operate with other agencies in this field, such as the technical aid program of the United Nations and the point-four program of the United States.

The report details the development already in progress and emphasizes that the new programs cannot succeed without substantial new capital investment. It estimates that the programs outlined would cost about £1,900 million sterling (equivalent to $5·2 billion) over six years, of which £785 million ($2·2 billion) would be found internally, while the balance of £1,085 million ($3 billion) would have to come from outside.

Out of £1,085 million of foreign exchange needed to further the plan, £246 million, or nearly one-quarter, would be provided in the form of the release by the United Kingdom sterling balances owned by the countries concerned. The Commonwealth Governments are considering how far their countries can help financially in various other ways.

At the same time, says the report, the task of providing this financial support cannot be tackled by these Governments alone. If the program is to be carried out in full, the co-operation of other Governments, of organizations such as the International Bank for Reconstruction and Development, and of private investors in other countries will be necessary.

Of expenditure planned under the programs 32 per cent would be devoted to agriculture (including multi-purpose projects of flood control, irrigation and hydro-electric power), 34 per cent to transport and communications, 6 per cent to industry and mining and 18 per cent to urgently needed improvements in educational and health facilities and other social projects.

Emphasizing the importance of getting the full program under way urgently, the report concludes:—

"Without external financial assistance something will be done. But it will be done at a much slower rate than would be possible if external finance were provided.

"And speed is necessary. In a world racked by schism and confusion it is doubtful whether free men can long afford to leave undeveloped and imprisoned in poverty the human resources of the countries of South and Southeast Asia which could help so greatly, not only to restore the world's prosperity, but also to re-dress its confusion and enrich the lives of all men everywhere."

Unemployment benefits for Special Forces Veterans

Veterans of the Special Forces will be entitled after discharge to unemployment insurance benefits, based on the period of their service, the Hon. Milton F. Gregg, Minister of Labour, has announced.

The Minister stated that a recent Order in Council provides for payment of these benefits to discharged members of the three Special Forces.

The Government will pay unemployment insurance contributions on behalf of a person serving in the Special Forces for the whole period of his service up to a maximum of five years' contributions. These will include both the usual employer's and employee's contributions at a standard weekly rate of 48 cents each, entitling the veteran to a weekly benefit of $14.40, or $18.30 if he has a dependent.

If the contributions made on behalf of a veteran who has served three months or more, together with any contributions he made before he enlisted, are not sufficient to entitle him to 90 days' benefit, the Government will make up the necessary extra contributions. Thus, every veteran will be entitled to protection against unemployment for at least 90 days, providing he has served the minimum of three months in one of the Special Forces.

This is basically the same unemployment benefit protection as that provided for World War II veterans.

Joint labour campaign for price and rent controls

Canada's four major labour organizations announced early in December the launching of a joint nation-wide campaign for the imposition of price controls and the retention of rent controls. The four organizations are the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

The announcement, which followed conferences between these organizations, marked the first occasion in Canadian history in which all major labour groups have joined in such an undertaking.

The formal statement issued jointly by Percy R. Bengough, A. R. Mosher, Gérard Picard, and A. J. Kelly, heads of the respective organizations, follows:—

"The Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation

of Labour, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods are convinced that the most pressing problem facing all Canadians today is the continuous increase in prices. We have noticed that the cost-of-living index as of November 1 remained unchanged from the previous month. This index figure, however, relates to prices in October. Wholesale prices in most lines including food products advanced sharply during November. We cannot, therefore, ignore the continued trend toward further increases in prices paid by consumers. Coupled with this is the danger of early removal of all remaining rent controls.

"The repeated appeals made by all of our organizations individually having failed to impress the Government with the need for immediate price control measures, the four major trade union centres now are inaugurating a jointly-sponsored nation-wide campaign. This campaign will enlist the participation of our more than one million members and their families and we are confident that our campaign will also enjoy the support of the Canadian public as a whole in our efforts to protect their living standards.

"The four trade union centres at the end of the war urged that price controls be maintained and at no time since have we retired from that position. We have always been unanimous in saying that the immediate result of the removal of controls would be the sky-rocketting of prices making it more difficult for average Canadian families to meet their household requirements and maintain themselves in decency and dignity. We were repeatedly told by spokesmen for the Government, however, that once price controls were removed prices would level off and automatically adjust themselves.

"Our warnings went unheeded. The ill-timed removal of price controls led to an alarming increase in the price of all commodities, an increase which is still continuing. The effectiveness of control measures is well illustrated by the Government's own figures. During the war under controls the cost-of-living index rose only 5·0 points between December, 1941, and April, 1946. Since April, 1946, when controls were removed, the cost-of-living index has shot up 50 points from 120·8 to 170·7 on November 1, 1950.

"Statements to the effect that wage increases are the cause of higher prices are misleading. Since the removal of controls, prices have been free to rise at the will of the employer. Wages, on the other hand, can only be adjusted by negotiation, conciliation or even arbitration.

"The impact of higher prices is being felt in the living standards of almost every Canadian family. Now they also face the threat of higher rents with the removal of remaining rental controls. The relationship of rent to the average family budget is already greatly out of proportion. Rents have increased with the consent and approval of the Government to the point where the monthly rental of a home constitutes an unduly heavy burden on the average family.

"Removal of remaining controls now would constitute an open invitation to landlords to increase rentals. Coming at a time when prospects point to a reduction in housing construction this situation adds further complications to Canada's already pressing housing problems.

"The burden of these conditions—both prices and rentals—has fallen on all sections of our population, and with particular severity on those with fixed incomes, such as our older citizens who are dependent on pensions. Our efforts are directed at providing relief for the Canadian people generally. To this end we propose enlisting active support of our entire membership and organizations representing all sections of the Canadian public in this campaign."

On December 15 the four labour leaders issued a further statement repeating their demand for price controls in the light of action taken in the United States.

B.C. judge refuses injunction against TLC officers

On November 16 Mr Justice Wood of the Supreme Court of British Columbia dismissed an application of the suspended executive and seventeen members of the Vancouver Civic Employees' Federal Labour Union, Local 28, for an interim injunction to restrain Carl E. Berg and Thomas Gooderham of the Trades and Labour Congress of Canada from organizing a new local union among certain employees of the City of Vancouver. Local 28, chartered by the Trades and Labour Congress of Canada, and certified by the British Columbia Labour Relations Board as the bargaining agent for a group of Vancouver civic employees, has a membership of about 1,500.

In his reasons for judgment, Mr. Justice Wood outlined the chain of events which led up to the present difficulties. In September, shortly before the Congress' 1950 convention, the Executive Council of the Congress received a communication signed by some fifty members of Local 28 protesting against the way in which the union's delegates to the 1950 convention

had been elected, and against the way in which the business of the union was conducted. It was contended that the union was Communist-controlled. As a result the Congress refused to accept the credentials of the delegates, Phillips and Guise, and at the close of the convention, Berg, a vice-president of the Congress, went to Vancouver to try to bring about a satisfactory adjustment between the Congress and Local 28, without success. On October 30, the president of the Congress suspended Phillips and Guise as officers and members of Local 28, and early in November Berg and Gooderham began organizing another union for civic employees who wished to have nothing further to do with Local 28.

Among the affidavits filed on behalf of Berg and Gooderham is one by Samuel Lindsay, who was the president of Local 28 until his resignation was accepted on October 25. On the basis of this affidavit, which is quoted in his judgment, Mr. Justice Wood concluded that "the Labour Progressive Party seems to have control of Local 28." In the affidavit Samuel Lindsay stated that in October when efforts were being made to make a satisfactory adjustment with the Congress, Guise and Phillips had proposed to him that he inform the district Trades and Labour Council that Phillips would resign if Guise were given an opportunity to clear himself. He attended a meeting with Guise and Phillips and "was introduced to Nigel Morgan, Morris Rush and several other members of the Labour Progressive Party" who were not members of Local 28. The affidavit states: "Phillips asked Nigel Morgan to explain to me that I was not 'selling Phillips out' by telling the Council he would resign. Nigel Morgan explained to us all that, if losing Phillips would save Guise, then the Labour Progressive Party would not lose the union." Before any settlement was reached on these terms, Phillips had decided that he was not prepared to resign, and he and Guise demanded Lindsay's resignation and on October 25 called a meeting of the Shop Stewards and Executive of Local 28 and brought charges against him. "Plaintiffs Guise and Phillips were able completely to dominate the meeting and the members present approved the acceptance of my resignation and elected a trial committee."

It was after these events that Berg decided to provide another union for civic employees.

The ground for the application for an injunction to restrain him from doing so was that it is contrary to the constitution of the Trades and Labour Congress to set up a dual union hostile to and in competition with Local 28. On examining the constitution, Mr. Justice Wood did not find any clear and unambiguous statement to prohibit the proposed union. He did find "very definite provisions with regard to Communists and the Labour Progressive Party." Article 5, Sec. 5, reads in part:—

> No organization officered or controlled by Communists or members of the Labour Progressive Party, or any person espousing Communism, or advocating the violent overthrow of our institutions, shall be allowed representation or recognition in this Congress, or any organization chartered by it.

"It would seem, therefore," His Lordship stated, "that when it suits the plaintiffs to rely upon the provisions of the constitution they wish to do so, but they are not prepared to observe such terms as do not suit them." The plaintiffs, not having themselves observed the provisions of the constitution, which every member of Local 28 was in duty bound to observe, could not be said to come into court with clean hands, and accordingly were not entitled to remedy by way of an injunction. The application was dismissed.

A review of the Congress' relations with Local 28 appeared in the November 23 issue of the *TLC News*. It is stated that Vancouver civic employees were invited to sign cards which would show their allegiance to the Congress, their abhorrence of Communism, and their readiness to join a new local union "if such action was found finally to be the only effective solution to the current difficulties. . . . This however does not necessarily create a new local union of civic employees. Local 28 is still a chartered local union of the Congress although it has no executive and fourteen of its officers and members are under suspensions from the Congress and the Union."

Executive of CCL calls for national legislation

Meeting in Ottawa late in November, the Executive Council of the Canadian Congress of Labour issued a statement calling for national legislation covering minimum wages, hours of work and labour legislation. The Council endorsed a resolution proposing amendment of the British North America Act to pave the way for federal action on "all matters which are of common interest to the Canadian people and of national importance and character."

In particular the resolution proposed a national minimum wage act with a

minimum of 85 cents an hour; a national hours of work act providing for the 40-hour week, and a national labour code covering all industries.

Announcement was made of the formal affiliation of the American Newspaper Guild with the Canadian Congress of Labour.

Canadian officials on loan to ILO

The services of Brigadier John E. Lyon, of the Department of Labour, and of Dr. Edward P. Laberge, of the Unemployment Insurance Commission, have been loaned to the International Labour Office, to assist in the development of the expanded migration program being carried out by the ILO in Europe, Latin America and elsewhere.

Recently, governments in Western Europe made available to the ILO additional funds of nearly one million dollars to enable the International Labour Office to promote plans for a large-scale program of moving workers from areas of surplus labour to areas of labour shortages, or to under-developed areas. The ILO has been recruiting experts for the program from various countries.

Brigadier Lyon is Assistant Director of Canadian Vocational Training in the Department of Labour, and while with the ILO he will be advising on the development of technical and vocational education programs in Europe. It is expected that his assignment will be for one year. The ILO, as part of the above program, is assisting various countries in expanding their technical training programs to overcome labour shortages.

Brigadier Lyon was born in Ottawa, where he received his early education, later attending RMC at Kingston. For 28 years he was an Officer of Canada's Permanent Army, having served overseas in World War I. Retiring from the Army with the rank of Brigadier, he joined the staff of the Unemployment Insurance Commission in Ottawa seven years ago, and while with the Commission was active in arranging for the re-absorption of the armed forces into civilian employment at the end of the Second World War. In 1945 he became Assistant Director of Canadian Vocational Training, and in that post had a good deal of responsibility for the vocational training of veterans at the close of the Second War.

Dr. Laberge, who was one of the early senior officers with the Unemployment Insurance Commission, and who has for the past nine years been director of Technical Services there, will first go to the head office of the ILO in Geneva. Later he will be posted to Rome. His assignment is for a period of one year.

Dr. Laberge graduated from the University of Montreal with the degree of Doctor of Commercial Sciences in 1934. Previous to joining the Unemployment Insurance Commission he was with the Civil Service Commission at Ottawa, in the capacity of an investigator with the Organization Branch.

Reduced TCA fares for U.K. immigrants to Canada

Arrangements to bring immigrants to Canada via Trans-Canada Air Lines were announced on December 7 by the Hon. Walter Harris, Minister of Citizenship and Immigration.

Mr. Harris said that immigrants may now travel to Canada on TCA westbound flights from the United Kingdom at a cost to them not exceeding $160, the equivalent of the cost of tourist class passage by sea, the air line receiving the balance of the regular air fare from the Canadian Government.

This new move to stimulate immigration to Canada has been taken in view of the scarcity of available shipping on the North Atlantic; a factor which has prevented many prospective immigrants from coming to this country, the Minister stated.

Account of successful LMPC at Hamilton

An account of the functioning of a successful labour-management production committee, which tells the story of several specific problems and how they were handled, appears in the December issue of *Teamwork in Industry,* published by the Department of Labour.

The committee is in operation at the Barber Die Casting Company, Ltd., Hamilton, where the employees are organized in Local 4153 of the United Steelworkers of America.

The committee was formed in an unusual way in late 1948. The company and union had been in protracted negotiations over their first collective agreement. Management pointed out that it would be unable to grant and maintain the wage increase the union was demanding unless production increased. At this point it was suggested that an LMPC be organized as a means of raising the production level and lowering production costs. Both parties agreed.

While the maintenance of wage levels—strictly a collective bargaining question—figured prominently in the inception of this

committee, an unusual beginning for an LMPC, such matters have since had no place in the committee's discussions.

"Despite its out-of-the-ordinary beginning under conditions of stress, the committee proved itself a valuable asset right from the start," the article states.

The article then goes on to describe a series of instances in which the committee proved its usefulness, and to outline the manner of operation of the committee.

Ownership of manufacturing firms in Canada

Slightly more than 46 per cent of the 33,447 manufacturing establishments operating in Canada were under individual ownership in 1948, and 34·4 per cent were incorporated companies, according to the Dominion Bureau of Statistics. Partnerships accounted for 16·4 per cent of the total and co-operatives for three per cent.

Incorporated companies are by a wide margin the most important in the employment field, accounting for 87·5 per cent of the employees. Establishments operated under individual ownership provided employment for only 7·1 per cent of all employees, partnerships for 4·4 per cent, and co-operatives for the remaining one per cent.

Among Canada's 40 leading industries, non-ferrous smelting, production of automobiles, primary iron and steel, railway rolling stock, breweries, sugar refineries, and coke and gas plants, were entirely under incorporated companies. Incorporated companies also accounted for over 90 per cent of employment in pulp and paper, slaughtering and meat-packing, electrical apparatus and supplies, petroleum products, machinery, cotton yarn and cloth, rubber goods, sheet metal products, hosiery and knitted goods, agricultural implements, automobile supplies, iron castings, brass and copper products, synthetic textiles and silk, tobacco, cigars, and cigarettes, ship-building and repairs, paper boxes and bags, and confectionery and cocoa.

Firms under individual ownership accounted for as much as 10 per cent or more of the employment in only nine of the 40 industries. These were bread and other bakery products with 32·7 per cent, sawmills 31·2 per cent, planing mills, sash and door factories 19·6 per cent, flour and feed mills 17·6 per cent, printing and bookbinding 16·8 per cent, butter and cheese 14·0 per cent, women's factory clothing 13·4 per cent, furniture 11·5 per cent, and fish curing and packing 11·1 per cent.

Among the partnerships, those engaged in the production of furniture accounted for 10·6 per cent of the employees, sawmills 13·5 per cent, women's factory clothing 14·1 per cent, and planing mills, sash and door factories 11·8 per cent. Co-operatives in butter and cheese accounted for 21·9 per cent of the employees in the industry as a whole, and 13·9 per cent of those in stock and poultry feeds.

Individual ownership ranged from a low of 36·3 per cent in British Columbia to a high of 56·8 per cent in Saskatchewan, partnerships from 12·8 per cent in Quebec to 24·0 per cent in British Columbia, incorporated companies from 21·7 per cent in Saskatchewan to 39·9 per cent in Manitoba and 39·8 per cent in Ontario, and co-operatives from 1·3 per cent in British Columbia to 8·3 per cent in Prince Edward Island.

Survey of incomes in legal profession

The Dominion Bureau of Statistics recently released a reference paper on the results of a survey of incomes in the legal profession in Canada for the years 1946, 1947 and 1948. Conducted with the co-operation of the Survey of the Legal Profession, a body set up by the Canadian Bar Association to make a general investigation of the status of the profession in Canada, the survey covered all lawyers in the profession, including salaried lawyers working for the various governments. Statistics were obtained upon the earnings of approximately 7,200 full-time and 500 part-time lawyers.

Average professional earnings of all full-time lawyers, according to the survey, were $5,843 in 1948, an increase of 16 per cent from $5,031 in 1946. The highest average earnings were reported by partners in law firms, who earned an average of $8,943 in 1948. Salaried lawyers in government were next with $6,758, while salaried lawyers in law firms came last with an average of $2,934. Judges and other court officials, as well as lawyers in government departments, are classified as salaried lawyers in government. The majority of this group have been in the profession for a considerable period of time. On the other hand, salaried lawyers in law firms are usually young lawyers.

Regionally, the highest earnings of the full-time lawyers in 1948 occurred among Ontario lawyers, who reported an average professional income of $6,898, while Quebec notaries were lowest with $3,145. Two-thirds of the lawyers in 1948 were located

in centres of over 25,000. Lawyers practising in cities between 100,000 and 500,000 in population had the highest earnings in all three years, increasing their average incomes from $6,440 in 1946 to $7,923 in 1948. Lawyers in their fifties were the age group with the highest average earnings, approximately $7,800 in 1948. Lawyers in private practice earned their highest incomes after being in practice between 20 and 29 years, while the salaried lawyers showed maximum incomes after 40 years in the profession.

Among the specialized fields of law, corporations and finance were the most profitable with specialists in this category earning an average of $11,338 in 1948. In 1946 approximately 10 per cent or 622 lawyers earned incomes over $10,000, while approximately 16 per cent or 1,118 lawyers were in this income category in 1948. One-half of all full-time lawyers made under $4,403 in 1948.

One-third of all law-firms showed gross earnings of over $10,000 in 1948. Single person firms reported gross earnings that year of $6,342 and expenses of $2,696, while firms of six or more lawyers averaged a gross income of $122,825 and expenses of $38,622.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 287,017 at June 30, 1950 to 292,701 as at the end of the quarter September 30, 1950. Ten years earlier, at September 30, 1940, the number of old age pensioners was 187,058.

The Federal Government's contributions under the Federal-Provincial scheme totalled $24,600,947.46 for the quarter ended September 30, 1950, as compared with $24,212,060.79 in the preceding quarter and $7,275,792.95 for the quarter ending September 30, 1940. Since the inception of the Act the Federal Government has contributed $683,552,063.69.

The average monthly pension in the provinces ranged between $34.54 and $38.35. In the Yukon Territory and the Northwest Territories the average was slightly higher. Ten years ago the range was between $11.25 and $19.12.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 10,880 blind persons as at September 30, 1950, as compared with 10,711 at June 30, 1950, and 5,684 at September 30, 1940.

The cost of pensions in respect of blindness to the Federal Government was $969,361.68 for the quarter ended September 30, 1950, and $951,768.10 for the quarter ended June 30, 1950. Since the inception of the Act, the Federal payments have totalled $20,945,994.18. The average monthly pension in the provinces was between $38.24 and $39.34. With only three blind pensions in the Yukon Territory and the Northwest Territories, the average was $40.

Booklet on organization for civil defence

A small booklet, pocket size, has been published by the Department of National Defence, in Ottawa, outlining the various steps to be taken in case of emergency. The purpose of this manual is to assist provincial and municipal authorities in planning and organizing for civil defence, but it may be of great interest to all Canadian citizens as well.

Valuable lessons for the future are derived from recent disasters, such as: Fraser Valley and Manitoba floods; Rimouski and Cabano fires.

Various forms of attack are described, followed by practical methods of civil defence; warning, dispersion, construction, black-out precautions, shelters, hospitalization, etc., etc., all of which would be most helpful to know in case of any emergency.

New consolidation of labour laws

Labour Legislation in Canada as existing December 31, 1948 has just been issued by the Department of Labour. Comprising 1,092 pages, it contains the text, in full or abridged, of all federal and provincial statutes directly affecting labour which were on the statute books at the end of 1948. Regulations made under the authority of the statutes are included in full or noted in summary form. This consolidation of Canadian labour laws is the fifth in a series, the previous editions covering the periods up to the end of the years 1915, 1920, 1928, and 1937. In the intervening years annual reports have been published covering only the legislation enacted during the year.

This volume will be a great convenience to anyone seeking to obtain a detailed knowledge of labour laws, as it contains under one cover the large body of labour legislation enacted by Parliament and the Provincial Legislatures between 1937 and the end of 1948, as well as the earlier Acts still in effect. Important legislation of this period includes the federal Unemployment

Insurance Act, the Vocational Training Co-ordination Act, and the Industrial Relations and Disputes Investigation Act. All the provinces passed new labour relations legislation. Laws providing for vacations with pay made their first appearance in Canada during this period, and several provinces enacted hours of work Acts of general application and extended minimum wage fixing to new groups of workers.

The report is thoroughly indexed, permitting ready reference to the subjects covered by the statutes, and facilitating a comparison of similar provisions in the various provinces.

Free distribution of the report is made to a limited mailing list including trade unions, educational bodies, and employers' associations. The regular price is $2, and copies may be obtained from the Department of Labour.

A limited supply of the 1937 consolidation and subsequent annual reports is still available. These earlier reports, which are now free on request, would be of use to anyone interested in tracing the historical development of labour law.

Changes proposed in Ontario workmen's compensation

The report of Mr. Justice W. D. Roach who for the past year has been conducting an inquiry into the operation of the Ontario Workmen's Compensation Act (L.G., 1949, p. 1514) was presented to the Ontario Government early in December. Pointing out that "it is infinitely more important that, where possible, an accident should be prevented than that it should be permitted to occur and the victim be compensated", the Commissioner proposed that accident prevention should be brought under the direct jurisdiction of the Workmen's Compensation Board, as in Alberta and British Columbia. Eight associations of employers grouped together for the purposes of accident prevention work and approved by the Board and Government are currently functioning in Ontario, but, the Commissioner stated, there is no statutory obligation on any of these associations to report to any one or even to continue to function. His Lordship also considered that there should be more active participation of labour in any organized system of accident prevention.

Other recommended changes were that the waiting period before compensation is payable should be reduced from the present seven days to four working days, and that the maximum yearly earnings on which compensation is based should be increased from $3,000 to $4,000.

The report will be dealt with more fully in a future issue.

Pension plans in British industry

Although under Britain's social security scheme, retirement pensions are provided for all workers, this has not ruled out privately financed plans in industry, providing pensions to supplement the "national" pension.

According to *British Labour and Industry,* it is estimated that 8,000 employer plans, covering 2-2½ million workers, are at present in operation, with assets of nearly £700 million. In 1936, the last year for which official statistics were published, 6,544 employers had pension schemes covering a total of 814,000 employees.

Privately financed pensions are entirely separate from social security pensions. The plan reported as the most favoured is the contributory plan, because of the higher benefits and "because it carries the fullest feeling of security," though there are a number of non-contributory schemes in effect.

"Although future service benefits are the basis on which a staff pension plan rests, the position of the existing staff is generally the problem from which the employer who is contemplating a plan starts," the report says. The cost of providing benefits for past service is generally undertaken by the employer alone, although in many plans part of the cost is spread over the contributions payable by present and future employees. A common compromise is to provide past service pension at half the rate applicable to future service pension.

The retirement age is usually 65 for males and 60, or sometimes 55, for females. Individuals may, however, by mutual agreement, stay at work longer without prejudice to their pension rights. On the other hand, break-down pensions of amounts proportionate to the length of service are given in cases of ill-health retirements. (The national insurance plan encourages workers to stay on beyond the retiring age, and offers incentive through increases to the pension when ultimately taken.)

Rates of pension vary widely between firms but the maximum is rarely more than two-thirds of the salary, usually calculated on either the salary service method or the money purchase method. Manual workers' pensions are often at a flat rate.

Provision is made for special cases, such as death in service, death after retirement on pension, and voluntary or compulsory withdrawal.

The principle of "transfer value" has not yet been accepted by British industry, it is stated.

In the matter of taxation, the funds of pension plans are accorded considerable privileges, it is noted. In particular, investments of privately administered plans, and also employer and employee contributions, can be approved, subject to certain conditions, for full exemption from income tax. "The total exemption from income tax enjoyed by a privately administered fund is one of the main considerations which lead many firms of any magnitude to prefer that method of setting up a scheme to that of administration through an Insurance Office," it is observed.

The introduction of the National Insurance Act in 1946, requiring considerable higher contributions from both employers and workers, has led to less revision of private schemes than was at first thought likely. Most private schemes had made provision for adjustment, if desired, by scaling down contributions and benefits and, where the trustees of a fund have no legal power to scale down contributions, the Minister of National Insurance has the power to approve such modifications.

Guaranteed work week in Britain

"In the negotiation of union contracts since the war, there has been a firm approach in Britain toward the principle of the guaranteed week, although, as yet, no uniform conditions have been laid down," an article on the guaranteed work week in *Labour and Industry in Britain* states.

Between eight and nine million wage-earners in Britain—one-sixth of the total population—are covered by some form of guaranteed weekly wage, based either on collective bargaining or on minimum wage orders, according to the article.

The guaranteed work week, the article explains, has resulted largely from the Essential Work Orders, a wartime measure which made it a condition of "freezing" that the worker receive a minimum weekly wage, even if work was not available.

While the basic principles of the collective agreements and wage orders are similar to those embodied in the Essential Work Orders, there are important differences, it is pointed out. In many cases, the new guarantee does not amount to a full normal week's wages but only to a proportion of it. Also, the pieceworker's guarantee, which under the Essential Work Orders was on a daily basis, is now on a weekly basis; and provision is made in many cases for suspension of the guarantee when work is not available or is curtailed for such causes as strikes, shortages of raw materials, fuel or power, breakdowns of machinery, etc.

Full normal weekly hours are guaranteed in less than half the industries concerned, and in the remainder the guarantee generally ranges from two-thirds to three-quarters of the full weekly hours or ordinary weekly wages.

In general, title to the guarantee is not specifically limited to particular occupational classes or to workers of a particular age or sex. The main qualification for entitlement is that the worker should be capable of and available for work during the normal working hours. This is usually linked with a requirement that he should also be willing to perform any reasonable alternative work when work in his usual occupation is not available. Absenteeism in many cases involves forfeiture of claim or a reduction on the guaranteed period.

The accompanying table gives brief particulars of the extent of the guarantee in a selection of industries:—

The Guaranteed Work Week in Britain

Industry	*Extent of Guarantee*	*Normal Working Week*
Agriculture	Full normal week	47 hours
Coal mining	Full normal week	Five shifts of 7½ hours plus one winding time for underground workers
Railway service Road Passenger Transport	Full normal week	44 hours
Wool Textiles Mfg.		
(Yorkshire and Scotland)	75 per cent of full normal hours or wages	45 hours
(West of England)	Full normal week	45 hours
Building	32 hours	44 hours
Heavy Steel Mfg.	4 shifts or days in week	44 hours for day workers (8 hours per shift for shift workers)
Dock Labour	Set payments	44 hours

British workers increase output

Productivity in Britain has been steadily increasing during the past two years, the Committee on Industrial Productivity notes in its second report, presented to Parliament last summer. The interim index of production shows an increase of about 11½ per cent between the second half of 1947 and 1949.

During the same two-year period the number of workers in the industries covered by the index increased by just over 1½ per cent. "Although a number of other factors have to be taken into account," the Committee observes, "it is, therefore, reasonable to assume that the greater part of the increased production has arisen from an increased annual output per worker."

The Committee on Industrial Productivity was set up by the Lord President of the Council and the Chancellor of the Exchequer in December, 1947, to follow up certain lines of action recommended by the Advisory Council on Scientific Policy, for securing short-time results in increasing national productivity. The main work of the committee was conducted through four "Panels," which dealt specifically with (*a*) Technology and Operational Research; (*b*) Import Substitution; (*c*) the Human Factors affecting Industrial Productivity; and (*d*) Technical Information Services.

Commenting on the fact that up to a few years ago the main emphasis in increasing production was laid on the working population—"a process which is now recognized to have about reached its practical limits," the Committee states: "There is now a wider acceptance of the propositions that expanding national wealth and prosperity are to a large extent dependent upon the greater and more intelligent application of science to production and distribution, that it is vital to aim at a steadily increasing average yearly output per person employed as well as an increase in total production, and that an objective study of human factors as they affect industry can help, in the short as well as in the long run, to achieve a steadily rising output."

Doubt is expressed by the Committee as to whether sufficient recognition has yet been given to the human factor in industry. It is noted that reports are expected shortly from the Panel on Human Factors in Industry on a number of research projects connected with the human aspects of the production question, and that the Medical Research Council and the Department of Scientific and Industrial Research are at present working out a scheme by which wider programs of work in this field can be undertaken.

In the initial work of bringing together different sections of the community able to make some contribution towards increasing productivity, the Committee expresses the belief that it has played a useful part, but considers that the main responsibility for studying these problems should now be placed on "more specialized bodies and on those in day-to-day touch with particular industries." Reference is made to the work of a number of "competent" organizations which have become increasingly active in promoting production, among them the Anglo-American Council on Productivity, the Trade Associations for engineering industries, which have worked out mutual aid schemes or taken other action to increase efficiency and reduce costs, and the General Council of the Trades Union Congress, which has promoted conferences and has decided to establish a productivity department. Reference is also made to the progress of joint consultation in industry.

In conclusion, the Committee recommends that the tasks entrusted to it "can in future be better performed by other existing bodies," and that it be discharged. The Committee has accordingly since been dissolved, arrangements having been made for the continuation under other auspices of some of its activities.

Survey of women in higher-level positions in U.S.A.

The extent to which higher-level jobs are open to women, the qualifications demanded, and the background and experience of the women holding such jobs, have been the subject of a recent study by the Women's Bureau of the United States Department of Labour. The results of the survey have been published in a report entitled, *Women in Higher-Level Positions.*

The study was limited to women holding positions of responsibility in four fields of work: department stores, home offices of insurance companies, banks, and manufacturing plants, employing large numbers of women, in the Boston-Hartford area, Philadelphia and Chicago. A total of 237 firms were covered, representing 345,000 employees.

Significant numbers of women were found to be holding higher-level positions in all four fields covered by the survey, but only in department stores was there an even distribution of such jobs among men and women. In the home offices of insurance companies, women held one-fifth of

the high-level positions; in the banks and manufacturing firms, no more than 15 per cent of the higher-level positions were held by women.

In no category of business and industry was the ratio of women to men in higher-level positions comparable to the ratio of women to men in total employment. In department stores and in insurance companies, women constituted roughly two-thirds of all employees, and in banks and manufacturing nearly one-half of all employees were women.

The women in all industries who had reached the higher-level jobs were an older group than women workers in general. Only three per cent of the women in such positions for whom records were obtained were under 25 years of age, whereas 27 per cent of all women in the labour force were under 25. Three-fourths were 35 years or over, in contrast to about half of all women in the labour force.

The women holding higher-level positions were, in large part, women with extensive work experience. In all fields about two-thirds had been working for more than 15 years. In the banks nearly two-thirds had been working for over 20 years, while in department stores less than one-third had been working that long.

The women covered in the survey were not predominantly college-educated. In department stores nearly half of the women, and in the other industries considerably more than half, had had not more than a high school education. Substantial proportions had attended in-plant training courses. Specialized training, it is observed, would appear to play an important role in fulfilling requirements for higher-level positions, and is undoubtedly useful in supplementing a limited general education.

"There is evidence," the report says, "that the attitudes or limitations of women themselves may be no less an obstacle to advancement than traditional attitudes of management. The survey reveals that women themselves did not always have the necessary requisites for further advancement, nor did they always take advantage of the opportunities for special training offered them. The study also indicates that women of ambition and ability who had performed outstanding service were often advanced in the face of a general company policy unfavourable to women."

The Women's Bureau, earlier, made an analysis of salaries of women in the United States Federal Service. A brief review is contained in the October, 1950, issue of the Labour Gazette, p. 1633.

U.S. law to improve education of rural children

With a view to ultimately eliminating the disparity which has long persisted between the educational levels of urban and rural children, the United States Department of Labour has in recent months issued several leaflets urging public co-operation in that matter.

Sometime during the school year, about 180,000 youngsters under 16 years of age are engaged in paid work on commercial farms throughout the country, according to the Department's estimates. As a result, they do not benefit from the formal education to which they are entitled. It is anticipated, however, that recent Federal protective legislation will go far in keeping children out of farm jobs during school hours.

In easy-to-read terms, one leaflet explains the amendment to the Fair Labour Standards Act providing a 16-year minimum age for hired work in agriculture during school hours on farms whose products go into interstate commerce. This includes the farmer who sends his product outside the State, and the farmer who delivers his product to another person in the same State who will send the product outside the State, whether in its original form, processed, or as an ingredient of another product.

On the other hand, it does not provide any minimum age for employment on the parent's farm, nor any minimum age for employment before or after school hours on any school day—or at any time on school holidays and during school vacations.

The need for this legislation is indicated by the fact that illiteracy is over twice as great among rural as among urban dwellers, the Department states. Moreover, three times as many farm children as city children are not enrolled in school. And farm children who do attend school do not progress as far as city children. In 1940, half the rural dwellers 20 to 24 years of age had completed only eight years of formal education as compared with 12 for urban persons in the same age category.

A second leaflet entitled *Labour and the Law*, by U.S. Secretary of Labour Maurice Tobin, deals with the clauses of the amended Fair Labour Standards Act, effective in January 1950, and their significance in protecting young people.

The Secretary of Labour draws attention to actual accidents which maimed or killed young persons under 16. Until the passage of the amendment coverage extended only to children working in establishments producing goods to be shipped in interstate or foreign commerce. It did not apply to firms

involved in transportation, communication, warehousing and storage, and construction, for while they were engaged in interstate commerce they did not produce goods that were shipped. It was in such types of employment that many fatal and serious accidents occurred.

Now, these industries cannot legally employ children unless they are old enough for the job.

Employer-union liability established by Board

By a vote of 3 to 2, the National Labour Relations Board of the United States decided recently to continue its policy of holding both the employer and the union "jointly and severally" liable for back wages, when an employer discharges a worker, at the union's insistence under an illegal union-shop agreement.

The majority members of the Board held that the policy followed in the decision was "founded upon a basic principle well established in the decisions of this board and accepted by the courts. Whatever the situation may be, the fact remains that, in the ultimate analysis, it is the employer, and only the employer, who controls the hiring and discharge of his employees."

The majority further held that "even under joint and several liability a union always faces the possibility that it may ultimately have to pay the total liability."

Meeting of unions expelled by CIO

According to the *Labour Relations Reporter* for December 4, a number of unions expelled from the Congress of Industrial Organizations for Communist activity (L.G., April, 1950, p. 438, Nov., p. 1788) set up an "informal working alliance" at a meeting in Washington on November 18, and indicated that further plans on financing and direction of the group's program will be made soon. Harry Bridges, head of the International Longshoremen's Union, a sponsor of the conference, "guessed" that the unions involved had around 500,000 members. Besides Mr. Bridges' union, the organizations represented were the Mine, Mill and Smelter Workers; the Marine Cooks and Stewards; the Fur and Leather Workers; the American Communications Association; the newly organized Distributive, Processing and Office Workers; the United Electrical Workers; and the United Public Workers.

Safety provisions in union agreements in U.S.A.

Clauses dealing with employee safety were incorporated in 51 per cent of 2,411 labour-management contracts in effect in the United States during 1950, recently examined by the United States Bureau of Labour Statistics. These "safety clauses" covered more than $2\frac{1}{4}$ million workers in 20 major manufacturing industries and 10 non-manufacturing groups.

In manufacturing alone, 56 per cent of the agreements included safety provisions. Such clauses were most common in petroleum and coal products and transportation equipment agreements. In non-manufacturing, 40 per cent of the firms covered by the survey contained safety provisions. These were concentrated in two major industry groups—electric and gas utilities, and mining and crude petroleum.

Safety provisions in the agreements studied were incorporated in various types of clauses. Labour-management committees to promote safe operations in the plant were established in 28 per cent of the 1,232 agreements with safety provisions; management and labour jointly, or management solely, pledging generally to promote the safety of workers on the job. Others listed responsibilities and rights of management, and of unions and employees, in maintaining safe working conditions.

A number of contracts combined several methods of dealing with the problem of workers' safety. For example, it was not uncommon for contracts to provide joint labour-management committees while also listing management responsibilities.

In 270 agreements the functions of safety committees were defined. These were predominantly of an advisory nature. Under certain provisions, the committees were instructed to consider and make recommendations on any or all plant health and safety problems. Under others, the committees were required to inspect plants for safety conditions and sanitary facilities; investigate accidents and analyse their causes; make recommendations on installation of safety devices, etc.

About one in every 10 agreements providing for safety committees specified compensation for union representatives, for time lost from their regular jobs through attending meetings; one in every 20 stipulated that only time spent on plant inspections would be paid for.

Frequency of meetings was stated in about one-fourth of the agreements, monthly meetings being most common.

In contracts in which safety committees were not specified, the general type of safety provision was a simple statement of the intent of management, or management and union, to eliminate health-safety hazards in so far as possible.

The most frequent type of provision dealing with rights and responsibilities of employers required the installation or furnishing of safety devices, such as guards on machines, fire-fighting equipment, etc. Other types of clauses contained provisions as follows: (1) Employer to maintain sanitation facilities; (2) Employer to maintain first-aid facilities; (3) Employer to provide protective wearing apparel; (4) Employees to observe safety rules; (5) Right of employees to refuse to work on unusually hazardous jobs; (6) Employee to bear portion of costs of safety equipment.

Curative Centre helps to rehabilitate injured workers

Through the work of the Rhode Island Curative Centre, many badly injured workmen have averted the tragedy of permanent invalidity and now lead active useful lives, according to a booklet on the Centre prepared by the Rhode Island Department of Labour.

Because of the large number of industrial workers in the State's labour force and the increasingly important place of rehabilitation in medical practice, the Rhode Island legislature established the Centre in 1943 as a division within the State Department of Labour. Since its opening in 1945, the Centre's facilities have been available to men and women coming under the provisions of the Workmen's Compensation Act.

The Centre, which offers psychotherapy, physical therapy and occupational therapy, has no patients of its own. During the period of attendance every patient is considered to be under the care of his own physician, to whom progress reports are sent periodically. There are no bed patients either, each person travelling daily to the Centre to receive his treatment.

Occupational therapy is an important factor in rehabilitation, the booklet points out. The Centre is equipped with tools and machines and other devices that help to strengthen weakened muscles and stiff joints. By working in wood, creating such things as toys and furniture, the patient gains confidence in his ultimate recovery.

Also an essential aspect of the Centre's program is recreational therapy whereby the patient, by joining in pastimes with other patients furthers the social phase of his rehabilitation. The final phase of treatment consists of active exercise, usually in the Centre's gymnasium, to develop the injured area of the body.

Before the patient is completely recovered, he discusses his personal problems with the executive assistant who acts as a liaison officer between the Centre and the general public. If it is found that the worker has not been given sufficient scope to utilize his talents on his former job, an opportunity is afforded him, during the treatment period, to further his education in preparation for a better position in life.

Princeton makes survey of labour relations in department stores

The last decade has seen marked changes in labour relations and personnel administration in department stores, according to a report of the Industrial Relations Section, Department of Economics and Social Institutions, Princeton University, which conducted a survey of the industry. The report is entitled *Personnel Administration and Labour Relations in Department Stores, An Analysis of Developments and Practices.*

The initiative to change has come from two sources; management's increasing awareness of the general progress in American industrial relations practice; and labour organizations through which employee wants and opinions have gained more articulate expression, the report states.

For many years department stores held a somewhat unique position with respect to personnel administration. The highly competitive nature of the business created a situation in which the principal concern was the careful selection of employees and their training in salesmanship and merchandise information. "Prior to 1930," the report discloses, "employee organization for bargaining purposes was almost nonexistent. White collar employees, especially in occupations with a high percentage of women workers, were traditionally unreceptive to unionization."

The depression of the early 'thirties and the National Industrial Recovery Act brought an increased awareness to retailers of the problems they shared with industrial employers. Subsequent federal and state labour legislation and the accelerated growth of unionism also affected retailers, and the recent war created problems concerning employment and wages. The extent to which managements returned to pre-war standards or adopted new policies

to meet the new conditions varied between cities and between individual companies, the report showed.

From 1935 to 1949, many new developments occurred in personnel policies and activities, in the way in which policies were determined, and in administrative organization and procedures. The most notable changes in personnel activities have been those related to unionization and collective bargaining. In contrast to former years when department stores were almost wholly unorganized, unions today at the most represent all their employees or at least are an indirect influence on personnel standards.

ICFTU endorses UN and ILO action on employment

The Emergency Committee of the International Confederation of Free Trade Unions has adopted a report entitled *For Full Employment, Economic Development, and Social Progress.* The report endorses reports on full employment adopted by the United Nations Economic and Social Council, and the International Labour Conference (L.G., Aug., 1950, p. 1157; Nov., p. 1874). It describes the adoption of the UN and ILO reports as making "a new chapter in international co-operation for the peoples of the world". The program of full employment is "a challenge to all people of good will and particularly to the organization of free labour everywhere, to work and fight for the realization of these lofty goals which the supreme economic and social organs of the world community have made their own," the ICFTU report states.

The ICFTU feels that the "need for action in achieving these goals is particularly pressing in the underdeveloped parts of the world", and that action to improve conditions in these countries "is of primary concern to the free international labour movement."

Noting that the UN and ILO resolutions had called upon all countries "to pursue systematic and effective" policies on full employment and economic and social improvements, the ICFTU said:—

> With all these measures recommended by the two international organizations we are entirely in agreement. We, therefore, whole-heartedly welcome the two full employment resolutions and give them our fullest support. We appeal to the governments of all free countries to honour the pledges which they have taken upon themselves by unanimously adopting the two resolutions. We call, in the first place, upon the free labour organizations in all countries to fight for the goals envisaged in the full employment programs of the United Nations and the International Labour Organization. We warn them from being deterred from this fight by the temporary improvement in employment conditions brought about by increased military expenditures for the defence against communist invasion and military threats. What the worker needs is permanent security of his job, not a security dependent on fortuitous events.

However, the ICFTU considers the measures taken by the UN and ILO as only the "first steps" in carrying out this program. The Federation states that the people of these countries cannot wait until the completion of studies for help. "The pressing need of immediate and sufficient international aid for the improvement of the lot of the underemployed and starving masses in the economically underdeveloped sector of the world, particularly, has not yet been reflected in concrete programs of immediate, effective action," the report declares.

The report urges that policies of full employment and social progress be carried out as quickly as possible in all countries, including any necessary legislative changes. Such policies should "be geared towards strengthening the consumers' purchasing power through higher wages, improved working conditions and fuller social security". To further aid this program, trade unions should be freed from all restrictions in those countries where legislation restrains the freedom of their action, or the governments have taken them under their "tutelage", and should be given an opportunity to co-operate in any plans and organizations drawn up to facilitate the successful carrying out of full employment policies.

Report on labour conditions in Japan in 1950

Japan's trade unions during the past year have undergone a complete realignment to form a united front and have reorganized under more responsible leadership, according to an article in the *International Labour Review.*

Other important developments were: first, the intensification and expansion of labour education so as to make trade union members more active and responsible; and second, the further improvement and expansion of collective bargaining, including the clarification and recognition of management's and labour's rights.

The article brings up to date an earlier survey which was reviewed in the LABOUR GAZETTE, October, 1949, pages 1224 to 1227.

Since the war, the article states, certain minority groups have made repeated attempts to use the Japanese labour movement as a means of gaining political control and of disrupting the economic recovery of the country. This lead was largely given through the National Congress of Industrial Unions (Sanbetsu), organized in 1946 and the National Liaison Council of Labour Unions (Zenroren) which was organized in 1947, and became an affiliate of the World Federation of Trade Unions.

At the end of 1948, however, moderate labour leaders launched a "democratization" movement to eliminate the growing control of trade unions by minority groups. By late 1949, the movement had the support of more than four million trade unionists and shortly afterward this newly united majority of Japanese labour became affiliated with the International Confederation of Free Trade Unions.

A General Council of Japanese Trade Unions (Sohyogikai) was tentatively formed, and later had its formal inauguration in July 1950. It is made up of 20 major national industrial unions and federations representing nearly four and a half million workers.

To counteract these developments, the Sanbetsu, whose membership had slipped from over a million to about a quarter of a million, decided in July of 1950 to dissolve so that its affiliates might amalgamate with the Zenroren. The latter, also with a decimated membership, was to be converted from a loosely organized liaison council into a federation of labour unions as the left-wing counterpart of the General Council.

In addition to increasing the size of membership, trade unions are growing more conscious of improving its quality as well. As one step in this direction, trade unions, assisted by the Ministry of Labour, have launched and expanded workers' education programs, including year-round and summer schools, organization of libraries and information centres, radio and film programs, and two-month tours in United States to study labour practices in that country.

While certain negotiating processes are still in the experimental stage, collective bargaining has become a generally accepted procedure in labour-management relations, the article continues. All workers, with the exception of 1·6 million national and local government employees enjoy the right to negotiate formal collective bargaining contracts. As for the enforcement of labour legislation, the article states that at present 1,751 inspectors carry out a monthly average of 30,000 inspections, and it has been found that in general employers are willing to comply with the law. At the end of the second year of enforcement, it is clear that both employers and workers "are becoming fully aware of their rights and responsibilities under the Labour Standards Law."

While the wages condition has improved over last year as a result of the economic stabilization program, the report disclosed that the complexity of the wage structure remains. This, together with other economic and political factors, continues to hinder the Japanese government from introducing a minimum wage.

Housing for labour in Bombay

According to the Government of India Information Services, the Government of Bombay has made it compulsory for industrialists to provide housing facilities for at least 25 per cent of the labour they will employ in their new undertakings. The labour quarters are to be completed with the factory building.

Average hours of work in France

The French National Statistical Institute has released the results of a sample survey of hours of work in various occupations. The survey was taken in April and May, 1950.

Group	*Average Weekly Hours*
ALL GAINFUL ACTIVITIES	49.2
Non-Agricultural	46.4
Agriculture, Forestry and Fishing	56.2
ALL INDUSTRY AVERAGE	45.3
Mining	46.0
Metal Production and Metal Trades	45.8
Building, Public Works, Building Materials, Glass and Pottery	46.4
Textiles, Clothing, Related Trades, Hides and Leather	41.9
Other Industry	46.6
Transport	46.9
Commerce	51.7
Administrative and Professional	44.7
Domestic and Health Services	46.2

WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADA

Salaries and Hours in Manufacturing

Weekly salaries of office employees in 19 representative clerical occupations averaged $36.60 in October 1949. The salaries of male clerical workers averaged $44.80, compared with $32.50 for female workers.

More than two-thirds of the office employees were on a five-day week in 1949. The normal week averaged about 39 hours, with 46 per cent of the employees working 37½ hours or less.

In the five major cities analysed, the highest average weekly salary was paid in Montreal and the shortest average weekly hours were worked in Toronto.

Office Workers under Collective Agreements

The majority of office workers covered by agreements are included in those signed primarily for other groups of workers, but a significant number now bargain separately with management. While the agreements examined showed little uniformity as a group, many resembled those obtained by plant workers in the same establishment.

The collective agreements usually listed weekly or monthly wage scales for the majority of occupations, and many indicated automatic increases based on length of service. Compensatory time off was more common for office employees than premium pay for overtime work. One or two weeks' vacation with pay and eight paid statutory holidays were predominant.

SALARIES AND HOURS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1949*

The office employee is an important member of the labour force of the Canadian manufacturing industries. Although few in numbers—about 15 per cent of all employees—the clerical staff is essential for the continuation of regular production operations. A great amount of clerical work is necessary to obtain the labour and materials required for the manufacturing processes, and to direct the production operation itself. The eventual disposal of the completed product depends in large part on the duties performed by the clerical worker. Perhaps to the employee the most important function of the office staff is its maintenance of payroll records, so that each worker will receive his rightful compensation for the time spent on his job or the amount of work he has completed.

In 1949, the salaries and hours of office employees in manufacturing varied considerably between the regions of Canada. Weekly salaries were generally greater and the hours of work less in the more industrialized provinces of Ontario, Quebec and British Columbia. In the five major cities, analysed in the second part of this article, it will be noticed that on the average the salaries are equal to or greater than they are in the provinces as a whole, and the normal weekly hours of work are less.

The data for this article were obtained from about 6,000 manufacturing establishments employing more than 132,000 office and 720,000 plant workers in 1949. Over one-half of the office employees were in Ontario and about 30 per cent were in Quebec. Almost equal proportions, six per cent, were employed in British Columbia and the Prairie Provinces; and about three per cent were in the Maritime Provinces. Information on the normal work week was available for all of these office employees; but a somewhat smaller number, representing more than 100 industrial communities, were used to obtain salary information for the 19 occupational groups studied.

The clerical occupations selected for this study comprise the majority of office employees but do not include senior specialist and executive groups and some very junior workers.

Average Weekly Salaries

The types and duties of office occupations depend to a great extent on the size and organization of the office and the function which the staff performs in relation to such matters as purchasing, production, sales and general administration.

Certain occupations such as material record clerks, office appliance operators and telephone switchboard operators are almost all employed by large firms. On the other hand, a large proportion of bookkeepers are employed in smaller establishments owing to their need for less specialized accounting methods. Office clerks in smaller firms frequently have more varied duties than in large firms at the junior and intermediate levels whereas those in large offices are apt to have more supervisory responsibility at senior levels.

In Table I all salaries have been expressed on a weekly basis in order to provide comparability, although some firms pay their office employees by the month.

Provincial Differentials.—Average salaries of office employees varied to a certain extent according to the geographic region in which the workers were employed. The approximate average salaries of 19 job classes were highest in the most heavily industrialized provinces of British Columbia, Quebec and Ontario, namely, $37.50 a week in the first two cases and $36.50 in the last. They were somewhat lower in the Prairie Provinces, averaging $34 in Alberta and Saskatchewan and $33 in Manitoba. The lowest average weekly salaries were reported for the three Maritime Provinces as follows: New Brunswick, $32.50; Nova Scotia, $32; and Prince Edward Island, $24.50.

Of the 19 occupational classifications for which data on salaries were prepared, six received the highest average salaries in British Columbia, five both in Quebec and Ontario and three in Alberta. Lowest average salaries were reported in one or another of the three Maritime Provinces for 14 classes of office workers, in Manitoba for three, and in Saskatchewan for one.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Depart- of Labour. Employers were asked to report on wages and certain conditions of work in their establishments during the last pay period preceding October 1, 1949.

Occupational Differentials.—On a Canada basis, cost clerks earned the highest average salaries of the six occupational groups of male employees used in this analysis and payroll clerks the lowest. The average salaries for the workers within each of these two occupations were $47.99 and $43.42 per week respectively. In the case of women workers, secretaries were the highest paid on the average, receiving $41.80 per week and typists the lowest at $29.34. Canada average salaries for the various occupational categories tend to fall between those for Quebec and Ontario owing to the large number of office employees covered in each of those two provinces.

The salary levels of one occupation compared with another varied to a certain extent within each province, particularly in the case of men office workers. Male payroll clerks, for example, were the highest paid workers covered in this comparative study in New Brunswick and Alberta but were lowest in Quebec, Ontario and Manitoba. Male cost clerks were the highest paid group in four of the eight provinces for which data are presented but were lowest in New Brunswick.

Among women office employees, secretaries were the highest paid group in all provinces but Saskatchewan. Women bookkeepers were highest in that province and generally next to highest in the others. The lowest paid women workers were typists in five of eight provinces reporting salaries for this occupation. In most cases, however, there was very little difference between the average salaries received by typists and those earned by telephone switchboard operators and clerk-typists. Apart from secretaries and bookkeepers, the average salaries of women clerical workers were generally between $25 and $35 a week. Stenographers received higher average salaries than typists in all provinces by amounts ranging from $2.61 a week in Nova Scotia to $6.44 in Quebec.

Male office employees received higher average salaries than women engaged in the same occupation and province by amounts ranging for the most part from $10 to $15 per week. On a Canada basis the differentials were from $9.67 a week for bookkeepers to $15.56 for cost clerks.

Part of such differences may be attributed to a larger proportion of women than men at the junior levels of the occupations. However, the extent to which differences in salaries for male and female workers in the same occupational classification may be due to differences in duties is not known.

The Normal Work Week

The normal work week of all the office employees covered in this survey of the Canadian manufacturing industries averaged approximately 39 hours in 1949. In the two largest provinces, Ontario and Quebec, the work week averaged about 38½ and 39 hours respectively. The corresponding weekly averages were just over 40 hours in the Maritime Provinces and British Columbia, and almost 40¾ hours in the Prairie Provinces.

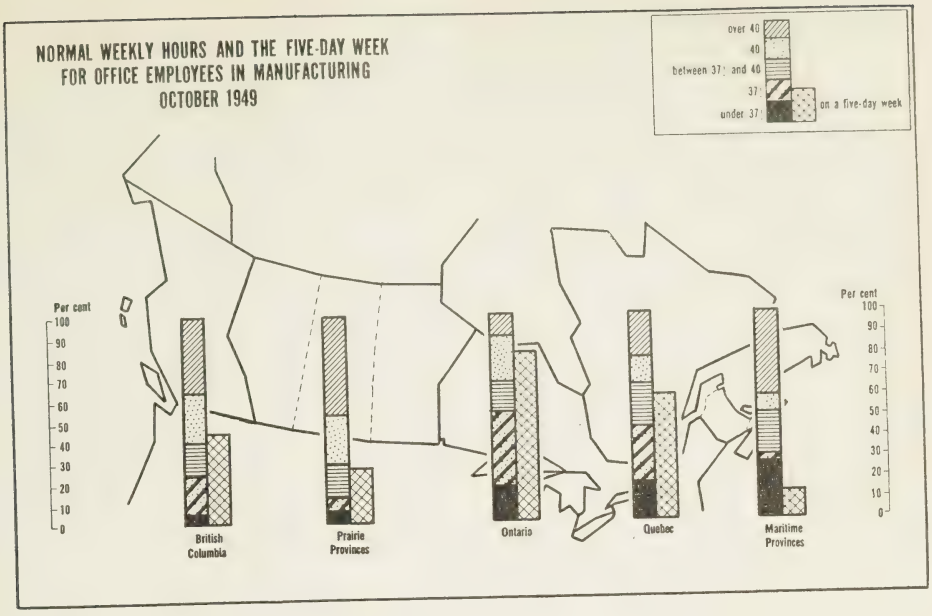
The most common work week for office employees was one of 37½ hours, with about 30 per cent of the total on this schedule (Table II). Just under 20 per cent of the clerical employees were normally working 40 hours, the next most common work week. Over 80 per cent were normally working 40 hours a week or less, more than half of whom were on a work week of 37½ hours or less. The proportionate distribution of office employees by their normal weekly hours of work is as follows:—

Normal Weekly Hours	Per Cent of Workers
Less than 35	1.2
35	7.4
Between 35 and 37½	8.2
37½	29.0
Between 37½ and 40	17.0
40	19.1
Between 40 and 44	9.5
44	6.0
More than 44	2.6
Total	100.0

Provincial Comparisons.—The normal weekly hours of work varied substantially between the three Maritime Provinces. The work week averaged about 39¾ hours in Nova Scotia, 41 hours in New Brunswick and 42½ hours in Prince Edward Island. More than one-half of the employees in Prince Edward Island and New Brunswick and one-third of those in Nova Scotia were working more than 40 hours a week.

The largest group of office employees in both Quebec and Ontario were normally working 37½ hours a week, and the next largest group were working 40 hours. Sixty per cent of the employees in Quebec and 72 per cent in Ontario were working from 37½ to 40 hours a week. An additional 18 per cent in both provinces were on a work week of less than 37½ hours.

The average work week was about the same in the three Prairie Provinces, being 40½ hours in Manitoba and just under 41 hours in Saskatchewan and Alberta. Almost 85 per cent of the office employees in Manitoba were working from 38 to 44 hours a week, as compared with 86 per cent in Saskatchewan and 80 per cent in Alberta.



A very small proportion of the workers in these provinces were normally working 37½ hours a week or less.

The predominant work week in British Columbia was one of 40 hours, with 37½ and 44 hours being the next in importance. Almost one-quarter of the office employees were working 37½ hours or less, and all but a few of the remainder were normally working from 38 to 44 hours a week.

The variation in the distribution of the normal weekly hours of work within and between the five regions of Canada may be seen in the following table:—

Region	Normal Weekly Hours		
	37½ hours or less	38 to 40 hours	More than 40 hours
Canada	46%	36%	18%
Maritime Provinces	31%	29%	40%
Quebec	46%	33%	21%
Ontario	53%	37%	10%
Prairie Provinces	12%	42%	46%
British Columbia	24%	39%	37%

In general, the normal work week of the office employees in the manufacturing establishments is less than the work week of the plant employees. Whereas 62 per cent of the office employees were working less than 40 hours a week in 1949, a previous study[1] has shown that less than one per cent of the plant employees were in this group.

The Five-Day Week.—More than two-thirds of the office workers in the Canadian manufacturing industries were on a five-day week in 1949. Most of these employees were normally working 37½ or 40 hours during the week. The proportion of employees on a five-day week varied from 14 per cent in the Maritime Provinces to over 80 per cent in Ontario. More than 60 per cent of the office workers in Quebec, 45 per cent in British Columbia and 27 per cent in the Prairie Provinces were working five days a week.

For all but three of the provinces a greater proportion of office workers than plant workers were on a five-day week in 1949. The excepted provinces are Manitoba, Alberta and British Columbia. The proportion of plant workers in Manitoba on a five-day week was almost twice that of the office employees. The percentage of

1 "Working Conditions in Canadian Manufacturing Industries, October 1949", Labour Gazette, November, 1950, p. 1836.

office and plant workers on a five-day week in each province is as follows:—

Province	Proportion on a Five-Day Week	
	Office Workers	Plant Workers
Prince Edward Island...	4%	3%
Nova Scotia	15%	10%
New Brunswick	13%	8%
Quebec	61%	53%
Ontario	81%	72%
Manitoba	26%	52%
Saskatchewan	27%	25%
Alberta	27%	35%
British Columbia	45%	66%

SALARIES AND HOURS IN FIVE MAJOR CITIES

This section of the article presents a comparative study of weekly salaries and hours of work for office employees in the five major Canadian cities of Halifax, Montreal, Toronto, Winnipeg and Vancouver. Information from some 2,400 manufacturing establishments, employing almost 60,000 office workers, was obtained for the pay period preceding October 1, 1949. More than 28,000 of these workers were employed in offices in Toronto, 22,600 in Montreal, 4,500 in Vancouver, 2,800 in Winnipeg, and about 1,200 in Halifax. These firms also employed over 210,000 plant employees, whose working conditions have been analysed in a previous article.[2]

Average Weekly Salaries

There is a large variation in the average salaries of similar clerical occupations among the five major cities as well as among the various occupations within each city. The approximate average weekly salary of the 19 selected clerical occupations shown in Table III ranged from $38 a week in Montreal to $32 in Winnipeg. The corresponding average salary was $37.50 in Vancouver, $36.50 in Toronto and $32.50 in Halifax.

A fairly uniform pattern existed between cities in the salary levels of one occupation compared with another. In most cities cost clerks and bookkeepers received the highest salaries among the male office employees, and secretaries among the women employees. The lowest salaries, on the average, were received by male payroll clerks and women typists.

Inter-City Differentials.—The data on average salaries indicate that neither uniformly high nor uniformly low rates prevailed in one city as compared with another for all occupations. Office workers received higher pay in Montreal for nine of the 19 occupational classes covered, Vancouver for five, Toronto four and Winnipeg one. In Halifax, average salaries were somewhat lower than in other cities for 10 job categories, in Winnipeg for seven, and in Toronto and Vancouver for one each.

It is evident that the general levels of office salaries were substantially higher in Montreal, Toronto and Vancouver than they were in either Winnipeg or Halifax. In establishments in which the office force is small, salaries tend to be somewhat lower than in those having large numbers of office workers. This may account in part for the fact that average salaries are higher in many of the occupations listed for these three centres than in the two other cities. Bilingual requirements for certain clerical and stenographic jobs in Montreal may also tend to increase rates in that centre.

Occupational Differentials.—The comparative levels of pay for one occupation as compared with another varied to a certain extent according to the city in which the workers were employed; however, a fairly uniform pattern is apparent for office employees of both sexes. In the case of male employees, cost clerks were the highest paid workers in three cities and bookkeepers relatively high paid in all five centres. For female office workers, the pattern is more consistent, with secretaries reported as highest paid and bookkeepers next to highest in all five communities. Typists, clerk-typists and telephone switchboard operators were among the lowest paid female workers in the cities covered. Office machine operators as a class were generally paid about the average salary for women. Of the three types specified, calculating, billing and bookkeeping, the last-mentioned was highest in most centres.

Average salaries for male clerical employees varied less than for women office workers between occupations and cities. Male office employees generally received an average of $40 to $50 a week, depending upon their occupation. The lowest average salary reported was $37.71 for payroll clerks in Winnipeg and the highest $51.84 for cost clerks in the same city.

Women office workers averaged from $29 to $44 a week for the various occupations in Montreal and Toronto, $28 to $39 in Vancouver, $24 to $35 in Winnipeg and $26 to $35 in Halifax. The average ranged from a minimum of $24.14 for typists in Winnipeg to a maximum of $44.36 for secretaries in Montreal.

[2] "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1949", LABOUR GAZETTE, July, 1950, p. 1014.

TABLE I.—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1949

NOTE.—The extent to which differences in salaries for male and female workers in the same occupation may be due to differences in duties is not known.

Occupation	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	$	$	$	$	$	$	$	$	$	$
Accounting and Bookkeeping Clerks, Male	45.11	.....	.....	.....	43.10	45.85	38.64	.....	.....	48.92
Bookkeepers, Male	46.62	40.45	42.97	42.08	47.27	46.48	44.16	46.30	45.71	47.83
Bookkeepers, Female	36.95	28.85	30.59	31.72	39.22	36.82	34.22	35.31	34.27	36.91
Clerks, General Office, Male	44.30	28.49	39.51	42.45	42.42	44.74	42.46	39.04	39.03	45.16
Clerks, General Office, Female	30.36	21.79	26.77	27.07	30.64	30.80	26.85	28.43	28.52	30.41
Clerk-Typists, Female	29.51	.....	.....	28.00	28.12	30.58	25.34	.....	30.00	30.97
Cost Clerks, Male	47.99	.....	42.47	34.10	47.70	47.87	50.45	45.73	50.84	51.46
Cost Clerks, Female	32.43	.....	.....	.....	32.76	32.41	29.75	.....	.....	32.62
Material Record Clerks, Male	44.80	.....	37.31	.....	45.11	45.44	39.88	43.82	47.12	38.91
Material Record Clerks, Female	31.17	.....	28.46	.....	30.99	30.73	31.91	.....	35.63	31.65
Office Appliance Operators, All Types, Female	33.06	.....	28.70	25.86	32.55	33.82	32.15	31.91	31.16	33.33
Calculating Machine Operators, Female	33.38	.....	29.92	.....	33.16	34.25	33.72	31.74	30.79	34.29
Bookkeeping Machine Operators, Female	33.83	.....	28.73	27.33	33.78	34.62	32.23	34.33	32.57	33.53
Billing Machine Operators, Female	30.64	.....	25.58	21.85	30.33	32.11	29.42	25.38	29.59	31.08
Payroll Clerks, Male	43.42	.....	42.14	43.09	42.14	43.69	38.30	40.19	52.23	45.96
Payroll Clerks, Female	32.39	.....	28.89	27.14	31.62	32.83	30.19	32.69	35.32	34.57
Secretaries, Female	41.80	.....	35.65	37.97	44.18	41.62	37.01	34.85	36.87	38.78
Stenographers, Female	33.41	20.12	28.86	30.16	35.74	33.13	29.23	31.74	30.95	32.80
Telephone Switchboard Operators, Female	30.90	.....	24.93	25.46	32.30	30.96	27.89	30.58	28.39	31.11
Typists, Female	29.34	.....	26.25	26.42	29.30	29.88	24.52	28.23	27.00	28.12

NOTE.—Any monthly salaries reported were changed to a weekly basis using 4 1/3 weeks per month as a conversion factor.

Male office employees received higher average salaries than women in similar occupations in all five centres.

The Normal Work Week

The average normal work week of office employees in 1949 ranged from 38·0 hours in Toronto to 40·2 hours in Winnipeg. The normal hours averaged 38·4 a week in Montreal, 38·7 in Halifax and 39·7 in Vancouver. Most of the employees were normally working from 35 to 40 hours a week, with 37½ hours predominant in the two largest cities of Montreal and Toronto (Table IV).

In Halifax, more than 45 per cent of the office employees were on a normal work week of 36½ hours in 1949. Seventeen per cent were normally working 44 hours a week and 14 per cent 39 hours. Almost three-quarters of the employees were working less than 40 hours a week.

There was a wide variation in the normal weekly hours of office workers in Montreal, although more than 35 per cent were on a 37½-hour week. In addition, 10 per cent were normally working 35 hours and 12 per cent 40 hours. Altogether, almost 80 per cent of the office employees were working from 35 to 40 hours a week.

More than half of the office workers in Toronto were on a 37½-hour week, with a further 15 per cent working 40 hours and about 10 per cent 35 hours. All but 8 per cent of the office employees in the Toronto manufacturing industries were normally working 40 hours a week or less in 1949.

The normal weekly hours of work in Winnipeg were, on the average, slightly higher than in the other four cities. Forty-three per cent of the employees were working more than 40 hours a week, and more than 80 per cent were working from 38 to 44 hours. Twenty-eight per cent of the workers in this city were normally working 40 or 40½ hours a week, 19 per cent 44 hours a week and about 17 per cent 37½ or 38 hours a week.

In Vancouver, more than one-quarter of the office employees were working 37½ hours

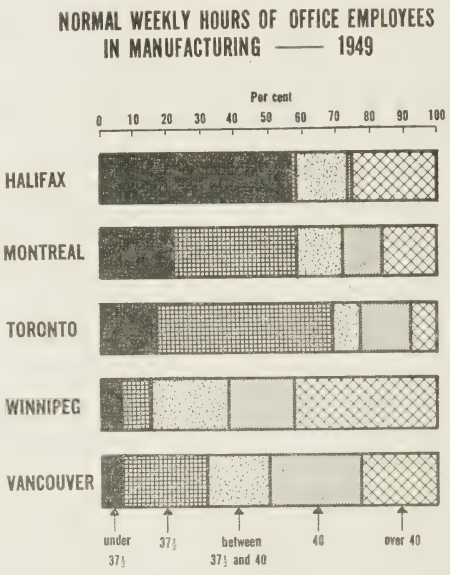


TABLE II.—THE NORMAL WORK WEEK OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1949

Number of Office Employees by Province

Normal Weekly Hours	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Office Employees on a 5-day Week										
Less than 35	**1,374**	.....	.....	.....	449	858	63	.....	.....	4
35	**9,516**	.....	179	.....	3,028	5,987	53	36	11	222
Between 35 and 37½	**7,700**	.....	38	60	1,926	5,232	89	32	89	234
37½	**37,143**	4	111	3	9,903	25,431	179	20	193	1,299
Between 37½ and 40	**8,775**	.....	.....	3	2,174	6,326	66	3	.....	203
40	**21,536**	.....	10	88	4,015	14,676	393	299	472	1,583
More than 40	**3,324**	.....	3	25	1,978	1,166	104	.....	24	24
Total	**89,368**	4	341	179	23,473	59,676	947	390	789	3,569
All Office Employees										
Less than 35	**1,658**	.....	.....	.....	626	941	75	10	2	4
35	**9,806**	.....	208	4	3,220	6,037	67	36	11	223
Between 35 and 37½	**10,810**	.....	676	175	3,261	6,059	104	50	237	248
37½	**38,363**	4	111	3	10,418	26,031	179	20	193	1,404
Between 37½ and 40	**22,532**	19	501	285	7,749	11,279	903	246	237	1,313
40	**25,315**	25	63	205	5,134	16,112	660	425	844	1,847
Between 40 and 44	**12,575**	12	199	369	5,165	3,705	603	323	779	1,420
44	**7,888**	22	340	191	1,700	2,576	864	231	488	1,476
More than 44	(1)**3,435**	25	215	166	1,341	1,268	125	83	141	57
Total	(1)**132,382**	107	2,313	1,398	38,614	74,008	3,580	1,424	2,932	7,992

(1) Includes 14 office employees in the Northwest Territories.

TABLE III.—WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING FOR FIVE MAJOR CITIES, OCTOBER 1949

Occupations	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Average	Range(1)	Average	Range(1)	Average	Range(1)	Average	Range(1)	Average	Range(1)
	$	$	$	$	$	$	$	$	$	$
Accounting and Bookkeeping Clerks, Male	.....	.....	44.06	30.00—59.14	47.84	34.62—60.00	39.40	30.00—47.50	40.77	26.54—55.38
Bookkeepers, Male	42.52	30.00—53.52	47.77	33.00—62.25	46.85	32.50—60.00	43.73	31.00—54.23	47.23	36.92—57.12
Bookkeepers, Female	30.81	28.00—34.62	39.92	28.00—50.00	37.94	30.00—50.00	34.25	25.00—45.50	37.01	28.85—45.00
Clerks, General Office, Male	39.47	32.70—48.46	44.09	27.50—61.62	43.85	28.00—59.97	39.57	25.00—56.52	44.86	27.69—58.85
Clerks, General Office, Female	27.92	22.00—34.00	31.36	22.00—41.77	30.93	23.08—40.00	26.92	20.00—34.15	31.15	23.08—41.00
Clerk-Typists, Female	.....	.....	28.46	23.08—32.00	31.41	26.00—37.85	25.34	20.77—31.15	31.19	27.69—35.00
Cost Clerks, Male	48.46	41.54—57.69	46.78	32.31—62.31	45.55	31.00—62.00	51.84	38.00—65.00	48.94	34.50—62.88
Cost Clerks, Female	.....	.....	34.57	25.00—44.80	32.91	26.54—40.38	31.80	19.50—43.00	32.50	20.00—42.69
Material Record Clerks, Male	39.81	.....	45.08	32.00—56.31	42.78	30.00—56.61	40.19	27.69—57.00	38.91	31.15—47.50
Material Record Clerks, Female	27.95	.....	34.13	26.65—41.00	31.76	25.00—38.00	31.91	25.00—40.75	31.65	.....
Office Appliances Operators, All Types, Female	29.89	.....	32.98	.....	34.28	.....	31.67	.....	33.96	.....
Calculating Machine Operators, Female	29.92	26.54—32.15	33.46	25.50—40.32	33.81	27.00—40.00	33.70	24.00—39.50	34.17	25.00—40.00
Bookkeeping Machine Operators, Female	28.73	23.08—34.62	34.13	26.65—41.00	35.19	30.00—43.00	31.63	25.38—39.23	35.39	30.00—39.23
Billing Machine Operators, Female	26.54	23.08—28.85	30.33	24.00—35.00	32.91	27.00—39.07	27.46	22.00—31.00	31.08	29.70—33.00
Payroll Clerks, Male	.....	.....	42.52	27.10—60.00	42.79	30.00—55.00	37.71	22.00—51.92	45.39	33.46—55.38
Payroll Clerks, Female	29.46	26.54—30.65	33.32	25.00—45.00	32.96	26.54—40.00	30.61	25.00—37.50	36.08	31.15—43.75
Secretaries, Female	35.16	31.15—40.38	44.36	35.00—56.48	42.26	35.00—50.77	37.01	28.02—45.00	38.93	31.16—49.04
Stenographers, Female	30.12	24.00—35.95	36.19	27.69—45.00	33.92	27.50—40.50	29.20	23.00—35.50	33.18	25.38—41.54
Telephone Switchboard Operators, Female	25.87	22.00—30.00	32.25	25.00—40.38	31.71	25.00—40.00	27.84	21.00—34.62	31.15	25.38—35.77
Typists, Female	27.94	20.00—33.46	29.34	23.08—35.77	29.78	24.38—35.77	24.14	19.62—29.00	27.82	21.92—34.04

Note: Any monthly salaries reported were changed to a weekly basis, using 4⅓ weeks per month as a conversion factor.
(1) Ranges include the rates for the middle 80% of workers, whereas averages are based on all rates reported.

and an almost equal proportion 40 hours a week; an additional 17 per cent were on a normal work week of 44 hours. More than 70 per cent of the employees in this western city were working from 37½ to 40 hours a week.

An indication of the difference in the distribution of normal weekly hours of office employees between the five cities may be obtained from the following table:—

City	Normal Weekly Hours		
	37½ hours or less	38 to 40 hours	More than 40 hours
Halifax	58%	17%	25%
Montreal ..	58%	24%	18%
Toronto ...	70%	23%	7%
Winnipeg ..	14%	43%	43%
Vancouver .	31%	46%	23%

The normal weekly hours of office employees were generally less than the weekly hours of plant workers in the same establishment. The proportion of plant employees working less than 40 hours a week was under one per cent in each of the cities except Vancouver, where about six per cent were in this group.

The Five-Day Week.—The proportion of office employees on a five-day week varied substantially between the five major cities in 1949. Eighty-six per cent of the workers in Toronto were on a five-day week, 74 per cent of the workers in Montreal, 59 per cent in Vancouver, 29 per cent in Winnipeg and less than 5 per cent in Halifax.

In four of the cities the proportion of office employees on a five-day week was less than the proportion of plant workers on this weekly schedule, although the normal weekly hours in the offices were generally less than those in the plants. The excepted city was Toronto, where a slightly higher proportion of office than plant employees were normally working five days a week. The different proportions in each city is as follows:—

City	Proportion on a Five-Day Week	
	Office Workers	Plant Workers
Halifax	5%	24%
Montreal	74%	77%
Toronto	86%	85%
Winnipeg	29%	54%
Vancouver	59%	86%

The predominant work week for the office employees on a five-day week was 36½ hours in Halifax, 37½ hours in Montreal and Toronto, and 40 hours in Winnipeg. In Vancouver, 37½ and 40 hours were equally common for the workers on a five-day week.

OFFICE EMPLOYEES IN MANUFACTURING ON THE FIVE-DAY WEEK - 1949

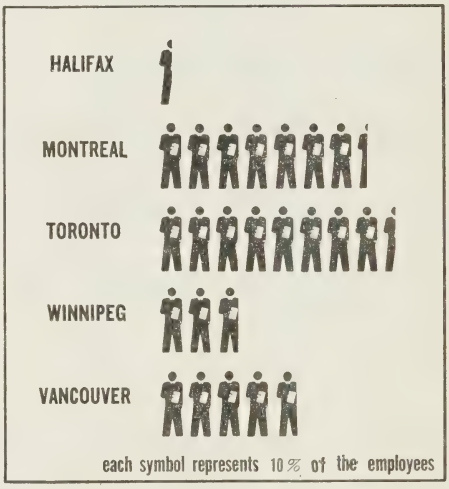


TABLE IV.—THE NORMAL WORK WEEK OF OFFICE EMPLOYEES IN MANUFACTURING FOR FIVE MAJOR CITIES, OCTOBER 1949

Normal Weekly Hours	Halifax		Montreal		Toronto		Winnipeg		Vancouver	
	Offices	Office Employees	Offices	Office Employees	Offices	Office Employees	Offices	Office Employees	Offices	Office Employees
Offices on a 5-Day Week										
Under 35	.....	.....	38	400	16	202	5	63	2	4
35	2	9	128	2,192	218	2,652	3	53	16	105
Over 35 and under 37½	1	35	35	1,578	45	1,835	2	60	8	148
37½	1	5	98	7,766	176	14,495	14	179	28	1,118
Over 37½ and under 40	.....	.....	29	780	47	1,168	4	66	8	171
40	1	3	141	2,132	196	3,425	26	289	94	1,077
Over 40	1	3	39	1,753	35	492	11	94	3	9
Total	6	55	508	16,601	733	24,269	65	804	159	2,632
All Offices										
Under 35	.....	.....	40	573	18	243	6	75	2	14
35	5	38	134	2,311	220	2,656	4	54	16	105
Over 35 and under 37½	11	639	60	2,256	51	1,945	6	75	9	153
37½	1	5	105	8,073	181	14,640	14	179	30	1,146
Over 37½ and under 40	6	191	114	2,674	144	2,369	40	711	34	849
40	2	9	205	2,744	219	4,138	45	499	105	1,207
Over 40 and under 44	6	72	84	2,694	63	898	22	589	19	211
44	7	206	76	776	49	989	55	539	70	771
Over 44	7	24	78	512	33	207	15	84	4	47
Total	45	1,184	896	22,613	978	28,085	207	2,805	289	4,493

COLLECTIVE AGREEMENTS OF OFFICE WORKERS IN CANADA*

In discussions of the rapid growth in the use of collective bargaining procedures during the past decade the activities of office workers in the field are frequently overlooked. This is perhaps understandable since the total number of these workers covered either by separate agreements or in agreements signed primarily for other groups of workers is still relatively small. Yet a significant number of office workers now bargain collectively with management over conditions of employment.

The number of those bargaining collectively, however, is of less importance than the fact that the growth in the use of the practice among office workers has been more rapid during the past decade than ever before. Unions, and collective bargaining, made little progress among these workers, outside of some employed in public utilities, until the beginning of World War II. But the trend of events since that time has encouraged greater union participation by so-called "white collar workers". Since 1940 many wage and non-wage advantages, formerly enjoyed by office workers only, have been extended to plant employees. As the position of many office workers relative to production workers has changed, and as they have become more familiar with union activities generally, greater numbers have joined unions. Moreover the enactment of labour laws favouring union organization has served as an encouragement to these workers.

Although there is no tabulation of the number of agreements which include office workers as well as production workers, there are at present at least 100 collective agreements covering some 21,900 workers which pertain solely to office workers. These agreements, while showing little uniformity among themselves, have many similarities with agreements for plant workers. With respect to wages, which is the most consistently mentioned subject in the contracts, the same method is, for example, employed in setting forth the agreed upon rates of pay according to the majority of occupational groups. But in accord with the general method of paying office staffs, Table I shows that the vast majority of the workers covered are paid on a monthly or weekly basis. Less than ten per cent of the office workers are paid hourly or daily rates, which are, of course, the more common forms of wage payment for plant employees. Almost half the workers receive automatic increases in pay based on length of service, and ranges of rates are listed for another 5,000 workers. Moreover, scattered through the agreements for clerical workers are examples of many other common provisions respecting wage differentials. Forty of the contracts indicate starting rates lower than the normal occupational rates; one in every four contracts showed reduced rates for women and boys; and, in addition, references to "equal pay for equal work", wage bonuses and dismissal pay are found in a few contracts.

Increased rates of pay for overtime work, in contrast with the wide coverage of such clauses in production worker agreements, are included in less than half the agreements covering some 13,500 workers. According to the agreements these workers receive one and one-half or two times their regular rate of pay when working beyond normal hours. For the most part normal hours are computed on a weekly basis although daily and even monthly criteria are frequently found. Approximately one-third of the agreements make no mention of overtime and an additional twenty state that the worker on overtime will be paid his straight time rate or receive compensatory time off.

Many of the office workers covered by the agreements examined are paid at overtime rates for work carried out on the sixth or seventh working day in a week. Although such provisions are most common for the seventh day of the week, covering half the workers, overtime payment for work on the sixth day is made by over a quarter of the total number of workers.

Of the agreements examined, it is those affecting the largest groups of employees which are most similar to plant agreements. These generally contain the kind of clauses most frequently introduced by unions. For example, Table II points to the presence of check-off clauses among agreements covering larger, rather than smaller, groups of workers, well over half the workers being under the 38 agreements having such clauses. The check-off is found in various forms, but most commonly it

* Study No. 13 in the series, *Collective Agreement Studies.*

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is provided that the check-off of union dues in voluntary for the worker and can be revoked by him at any time.

Office worker agreements vary as to the number of paid statutory holidays in the year. The most common arrangement is for either seven or eight paid holidays, as shown in Table III. Once again, the clause was found principally among the agreements in the larger establishments. Only in the smaller establishments does the number of paid statutory holidays number six or less.

The sharpest contrasts between office and plant workers' agreements are in regard to union security, hours of work and vacations with pay. Unlike many agreements covering plant workers, the union shop is more common in office workers' agreements including membership provisions than are straight maintenance of membership provisions. This contrast is illustrated in

TABLE I.—WAGE PROVISIONS

Wage Rate Provisions	Number of Agreements	Number of Workers Covered
Hourly and daily only	10	1,448
Weekly, monthly and/or annual	84	19,032
Individual adjustments on basis of:		
Merit increases	14	1,434
Automatic increases based on length of service and merit	23	9,723
Not stated, but ranges of rates are provided	18	4,003
Agreements reviewed	100	21,900

TABLE II.—CHECK-OFF PROVISIONS

Check-Off Provisions	Number of Agreements	Number of Workers Covered
Check-off:		
Compulsory	8	4,584
Voluntary irrevocable	4	356
Voluntary revokable	19	7,285
Voluntary (revocation not covered)	7	2,425
Total	38	14,650
Agreements reviewed	100	21,900

TABLE III.—HOLIDAY PROVISIONS

Number of Statutory Holidays	Statutory Holidays Observed		Statutory Holidays Paid	
	Number of Agreements	Number of Workers Covered	Number of Agreements	Number of Workers Covered
Less than six	4	150	4	149
Six	4	782	4	782
Seven	28	2,618	28	2,618
Eight or more	40	15,234	38	15,207
Not stated	6	307	4	218
Agreements reviewed	100	21,900	100	21,900

Table IV. Of the 34 agreements dealing with union security, each of which applies to a relatively small group of workers, only five contracts involving relatively few workers contained maintenance of membership clauses alone.

Several forms of union shop are written into the agreements, especially within the manufacturing industries. Most of the contracts examined that contain a union shop provision specify a complete union shop under which all workers in the bargaining

TABLE IV.—UNION SHOP PROVISIONS

Union Shop Provisions	Number of Agreements	Number of Workers Covered
Union shop applicable to:		
All employees	7	1,865
New employees with maintenance of membership for all present union members	17	1,115
New employees only	5	200
Total	29	3,180
Agreements reviewed	100	21,900

TABLE V.—WORK WEEK PROVISIONS

Length of the Work Week	Number of Agreements	Number of Workers Covered
5 days a week of less than 40 hours	21	11,849
40 hours	8	2,654
More than 40 hours	3	241
5½ days a week of less than 40 hours	12	654
40 hours	5	354
More than 40 hours	3	142
6 days a week of 48 hours	4	62
Total	56	15,956
Agreements reviewed	100	21,900

TABLE VI.—PAID VACATION PROVISIONS

Paid Vacations	Number of Agreements	Number of Workers Covered
Uniform plan		
One week or less	28	7,141
More than two weeks	11	2,161
Graduated plan:		
Less than 6 months: one-half to one day per month worked	9	1,583
6 to 12 months: 1 to 2 weeks	20	819
One year: 2 weeks	18	6,746
Two years: 6 to 15 days	4	117
Three years: 9 to 15 days	9	161
Five years: 12 to 21 days	16	347
Ten years: 3 weeks	7	980
Fifteen years: 2 weeks	4	1,017
Twenty years: 2 or 3 weeks	16	5,480
Twenty-five years: 2 to 4 weeks	3	4,615
Agreements reviewed	100	21,900

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unit must join the union. The remainder of the agreements are phrased so that older workers are given more freedom of choice respecting union membership, maintenance of membership being required in most cases after once having joined.

Of the clerical employees under the agreements the majority appear to work a five-day week of less than forty hours. Only about one in every ten of the employees affected as shown in Table V works more than five days in the week and only one in every six is scheduled to work forty or more hours in the week. These tendencies in the agreements for clerical workers reflect a generally shorter work week than plant agreements in the same establishments.

Uniform plans for paid vacations are more common in the office worker agreements than in many plant agreements. This is evident from Table VI where it is shown that close to half the workers under 37 contracts are covered by uniform vacation provisions. For the remainder, vacations depend on years of service varying from one-half day for each month worked, if less than six months are involved, to two to four weeks for twenty or twenty-five years of employment. After a worker has been employed for six months increases in the length of vacations are usually made at one year, two years, three years, five years and at five-year intervals thereafter until twenty or twenty-five years of service has been reached.

Seniority clauses, while covering only approximately half the office workers, appear in more than three-quarters of the agreements examined. Frequently the clauses are more general than those in plant agreements, but like the latter they apply in various combinations, skill and ability also being considered, to lay-offs, promotion and rehiring.

A final feature of the office worker agreements that might be commented on is employee benefit clauses. Paid sick leave provisions are found in thirty-six of the hundred agreements covering almost one-half of the workers. These are of two types, as shown in Table VIII one providing for a specified period for sick leave offered to all employees and the other for a plan based on length of service. In each case an employee receives his regular wage rate or a percentage thereof as sick-leave pay. In a minority of cases the plan is left for arrangement at the time of sickness. Some of the agreements refer to the group insurance plans for the workers and describe them in some detail, while others covering about one-quarter of the workers mention the pension plan of the company.

TABLE VII.—SENIORITY RECOGNITION PROVISIONS

Seniority Recognition	Number of Agreements	Number of Workers Covered
In lay-offs only	4	1,631
In promotions only	7	773
In lay-offs and promotion	15	2,943
In lay-offs and rehiring	3	183
In lay-offs, promotion and rehiring	48	5,386
Total	77	10,916
Agreements Reviewed	100	21,900

TABLE VIII.—EMPLOYEE BENEFIT PROVISIONS

Employee Benefits	Number of Agreements	Number of Workers Covered
Paid Sick leave:		
With full pay for specified period	28	6,645
With less than full pay for specified period	8	1,718
Group Insurance covering:		
Life Insurance	3	282
Accidental death and dismemberment ((hospital services—surgical services—medical services)	4	1,786
Pension or retirement plan	11	5,888
Agreements Reviewed	100	21,900

CONVENTIONS OF PROVINCIAL LABOUR ORGANIZATIONS

Resolutions asking for improved social security legislation, better provincial labour standards and opposing compulsory arbitration were among those passed recently at meetings of provincial labour organizations.

Nova Scotia Federation of Labour (CCL)

The 9th Convention of the Nova Scotia Federation of Labour (CCL) was held in Glace Bay, October 23, 24 and 25. Representing 35 local unions, 89 delegates registered for the Convention.

Address of George Burt

George Burt, national director of the United Automobile Workers of America, and member of the CCL Executive Council, addressed the opening session.

Mr. Burt recommended political action by labour as a "roadblock" to halt the inroads being made in labour's wage gains through bargaining. He scored what he termed the "consistent refusal" of the Federal Government to accept labour recommendations for changes in the Unemployment Insurance Act, in particular a reduction of the nine-day waiting period, and a raising of the benefit rate.

Mr. Burt also dealt with the questions of old age pensions, housing, rising living costs, and the recent bill passed to stop the railway strike.

Resolutions

The Convention considered resolutions on a wide variety of topics including unemployment insurance, free high school textbooks for Nova Scotia students, procurement of steel plate for local industries, and government action to have this type of steel manufactured in the province, and a request for a labour, industry and government conference to seek a solution to the problems of older workers.

Among the resolutions approved by the delegates were:—

A request for increased unemployment insurance payments of $18 a week for single men and $25 a week for married men plus an allowance for each child under 16. This resolution also asked for continuance of payments after benefits are exhausted;

A request asking the Nova Scotia Government to cover all its employees under the provisions of the Unemployment Insurance Act;

A request for an increase in the number of industrial diseases compensable;

A request that the Nova Scotia Government adopt rent controls;

A change in the confidential employees' clause of the Labour Relations Act so that the individual could decide on his eligibility to join a union;

An increase from $75 to $125 per month in total disability pensions;

That prevailing rates for a locality be paid all government employees including highway employees;

Two weeks paid vacations for all employees;

Legislation to make the 8-hour day standard throughout the province;

An end to the old age pensions means test, and pensions of $120 a month for man and wife after 60;

A cost-of-living bonus, payable by the provinces to all pensioners;

Adjustment of pay for civil servants;

Exemption from income tax for union dues, transportation to work and equipment essential to work;

Recognition of right of government employees to organize;

Free medical aid for widows, pensioners and the families of compensation cases.

Election of Officers

Sid Oram of Sydney was elected president of the Federation by a vote of 45 to 30 over Tom McLachlan, first president of the organization.

First Vice-President John R. MacDonald, and secretary-treasurer J. C. Nicholson were returned by acclamation.

Three members of the retiring executive were defeated in the elections. The new executive members are Martin Muner, second vice-president, Charles Morton, and Milfred Hubley, Board members.

Peace Resolution

A motion designed to give Federation approval to the "Stockholm Resolution" did not reach the Convention floor. In its place, the Convention passed an amendment that would ask all governments to ban the use of atomic weapons, and not just the Canadian government. The vote of 47-13 in favour of the amendment followed considerable discussion from the floor.

New Brunswick Federation of Labour (TLC)

The 38th Annual Convention of the New Brunswick Federation of Labour (TLC) was held in Moncton from October 4-7. Representing nearly 60,000 members, the 75 delegates dealt with matters of provincial and national interest to the membership.

The Convention was opened by J. R. Gagnon, acting president of the Moncton Trades and Labour Council, who extended a welcome to the delegates. Mr. Gagnon then introduced Mayor T. B. Parlee of Moncton, who addressed the Convention and paid tribute to the community spirit of labour unions, and the contribution made by labour in the city's growth.

Others who spoke briefly at the opening session included E. A. Fryers, M.L.A., C. I. L. Leger, M.L.A., and E. W. George, M.P.

Address of Hon. Milton F. Gregg Minister of Labour

Hon. Milton F. Gregg, Federal Minister of Labour, was guest speaker at the opening session. Mr. Gregg was introduced by Mr. James Whitebone, Federation president.

Mr. Gregg brought greetings from the Department of Labour, and spoke of Mr. Whitebone's services both to New Brunswick and the nation as a whole.

Commenting on the growing spirit of optimism in the province, Mr. Gregg said: "Your organization has done much and will continue to do more in the development of our province. Anyone planning an industrial project in New Brunswick can always be sure of a sane, intelligent and responsible labour force."

The Labour Minister added that information collected by his department indicated that employment would continue at a high level throughout the winter.

Speaking on Communism, Mr. Gregg said that labour-management co-operation in New Brunswick had practically eliminated this threat. Because of the capable leadership, and orderly consideration of problems by New Brunswick labour, there was no distrust or suspicion in labour's ranks.

Concluding his remarks, the Minister spoke briefly on the rail strike, and said that through its talks with labour and management, the government had been able to avoid compulsory arbitration.

Presidential Address

In his keynote address, President Whitebone attacked the imposition of a sales tax by the New Brunswick Government. He also took exception to what he called "the evident orgy of school building throughout New Brunswick." He said that he wondered if the education of students had become secondary to the erection of "modernistic monuments to local school board members."

Resolutions

There were 31 resolutions on the agenda which covered a wide variety of topics of both local and national concern. Included among the resolutions adopted by the Convention were:—

A request for free high school texts;

A resolution asking that stevedoring in Saint John and Halifax be removed from the category of seasonal employment for unemployment insurance purposes;

A suggestion that a medical review board be established by the Workmen's Compensation Board;

Establishment of an occupational therapy establishment by the Compensation Board;

Legislation by the province making vacations with pay, and a weekly rest day compulsory;

A request for a prepaid health program for New Brunswick;

A recommendation that price controls and excess profits taxes be imposed;

A resolution favouring the five-day, forty-hour week;

A request that the Provincial Government insert a fair wage clause in all contracts.

Election of Officers

James A. Whitebone of Saint John was unanimously re-elected to his 16th term as president by the Convention.

Other officers elected were, George Melvin, secretary-treasurer; G. W. Roy Miles, first vice-president; J. Adrien Dupre, second vice-president; and C. T. Cheeseman, third vice-president.

Alberta Federation of Labour (TLC)

The 30th Convention of the Alberta Federation of Labour (TLC) was held in Edmonton, October 9 to 11. Over 150 delegates, the largest number in the Federation's history, were seated.

The delegates were welcomed to Edmonton by His Worship, Mayor Sydney Parsons. Hon. C. E. Gerhart, Minister of Municipal Affairs and Provincial Secretary, addressed the Convention on behalf of the Provincial Government.

Lieutenant-Governor J. J. Bowlen attended the opening session of the Convention, and his visit marked the first time that a Lieutenant-Governor attended a Federation meeting.

Fraternal greetings from the Trades and Labour Congress were brought by General Secretary-Treasurer Gordon G. Cushing who addressed the delegates.

Resolutions

The Convention dealt with more than fifty resolutions, on topics such as collective bargaining, hours of work and rates of pay, workmen's compensation, labour welfare, old age pensions and social security.

The resolutions on social security and old age pensions asked for abolition of the means test, pensions of $60 a month to all at age 65 (60 for women), and the enactment of a comprehensive social security law.

The Convention passed a resolution which registered strong opposition to compulsory arbitration of any dispute except in the case of a dispute occurring during the life of an agreement. Another resolution asked for a special section of the Alberta Labour Act to apply to the construction industry in the province.

Other resolutions asked for a reduction of the work hours to give a five-day, forty-hour week in all industries; strengthening of the Act to prevent abuses in the nature of transferring employees from one employer to another over certification; and restoration of the Unemployment Insurance Commission Referee's Court in Medicine Hat.

The Convention also went on record as favouring increased safety devices under the provincial Workmen's Compensation Act and increased deductions on the stamp book system, to allow 6 per cent deductions and payment of statutory holidays in the construction industry.

Other Business

The Convention gave impetus to the setting up of a committee to study an educational program for the Alberta Federation membership, and placed the first vice-president in charge of it. The committee is to bring a report on its findings.

The report of the Federation Secretary-Treasurer showed that membership had doubled since 1945. The Federation now has 114 affiliated organizations with a membership of 15,874. In 1949, there were 107 affiliated organizations with a membership of 14,134.

Election of Officers

The Federation elected Robert Rintoul of Calgary as president for the coming year, and Grant McHardy of Calgary was elected secretary-treasurer. Vice-presidents elected were: Malcom Ainslie of Edmonton, H. B. Brogden of Calgary, N. E. Marshall of Medicine Hat, J. Cherrington of Edmonton, Miss Anna MacLaren of Lethbridge and Charles Gilbert of Edmonton.

The Federation also made provision in its constitution for the election of a Civic Federation Vice-President, provided that a Joint Council of Provincial Civic Employees was formed. This new vice-president is to be appointed by the Federation Executive. During the meetings, the formation of this Civic Employees' joint council was announced and a request for a charter was forwarded to the Trades and Labour Congress of Canada.

Representatives of TLC Affiliates in British Columbia

Over 100 delegates representing British Columbia unions and district councils affiliated with the Trades and Labour Congress met in Victoria from November 15-18 to review the Provincial Labour Code and suggest amendments to some provisions in the province's labour laws. The delegates dealt with some 70 resolutions in the three-day session.

In line with the anti-Communist policy laid down at the Annual Convention of the parent Trades and Labour Congress, the executive barred several delegates from taking their seats at the meetings. This action met with considerable opposition from some delegates, but was supported by the majority of delegates when put to a vote.

Industrial Arbitration and Conciliation Act

Numerous resolutions concerning the operations of British Columbia's labour code as laid down in the Industrial Arbitration and Conciliation Act were discussed during the convention. Some delegates were in favour of completely doing away with the Act and having a new Code passed to replace it. However the majority of the delegates were not in favour of scrapping the Act, but said that they preferred to amend the provisions presently working against their interests.

The attitude of the majority was expressed by convention Chairman, R. K. Gervin of Vancouver when he said: "Let

us face realities. Labour asked for this in the first place. We asked consistently for it for many years until it was brought down in 1948. I say the ICA Act has done a great deal for us, particularly in our organizing work. To say we should now throw the Act out, I say is out of the question."

The convention then worked out several resolutions which recommended amendments to the Act. Important amendments sought by the Convention would:—

Discontinue the present practice of strike votes conducted by the British Columbia Labour Relations Board. The resolution urged that strike votes would be conducted by the unions concerned, with the Labour Board represented only by a scrutineer. The resolution also asked that under no circumstances would the employer be allowed to have a scrutineer present.

Require the Labour Board to prosecute employers or union groups violating agreements on the request of the aggrieved party.

Amend the Act to allow unions to strike when companies break agreements.

Amend the Act to outlaw company unions.

Make possible the negotiating and signing of regional master agreements. This is at present not allowed under the provisions of the Act.

Give the unions the right to a union shop when a majority of the workers vote in favour of it. At present the unions must bargain for a closed shop or union shop even if a majority of the workers want it.

Hospital Act

Another matter which the convention dealt with was the operation of the British Columbia Hospital Insurance Service. Several resolutions were passed recommending changes in the Act. The unions charged that the Hospital Service was "interfering in the administrative affairs" of hospitals and attempting to dictate the wages paid to hospital employees. One delegate said that "hospitals are not going to subsidize hospitalization through substandard wages". The resolution on this matter reads:—

> This conference strongly opposes the policy of the B.C. Hospital Insurance Service in interfering with the administrative affairs of hospital boards in so far as collective bargaining with the unions of their employees is concerned.

Other resolutions asked that:—

Hospital insurance benefits be effective upon payment of the premium, and that the present thirty-day waiting period be abolished.

Persons having an income of less than $100 a month be exempted from making payments.

The patient's insurance cover the difference between the cost of a private or semi-private room and that of a ward.

Cost-of-Living Bonus

The Convention instructed its executive to ask the Provincial Government to provide a cost-of-living bonus to all persons on superannuation, similar to that paid by the Government to its employees.

ANNUAL CONVENTION OF THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

The 12th Annual Convention of the Congress of Industrial Organizations met in Chicago, Illinois, from September 20-24, 1950. In his keynote address, President Philip Murray asked for labour representation in the creation of American domestic and foreign policy, and opposed wage controls at this time. The Convention also strongly reaffirmed its opposition to the Taft-Hartley Act.

Meeting in Chicago, September 20-24, some 500 delegates attended the 12th Annual Convention of the CIO.

The delegates dealt with over 60 resolutions on a wide variety of topics of interest to labour. Delegates' views and opinions on preparedness measures, foreign policy, European aid, the Taft-Hartley Act, the recent elections, labour unity, housing and rent control, international unionism, political action and many other topics were heard during debate on the various resolutions.

Among the many speakers addressing the convention were: Hon. Martin H. Kennelly, Mayor of Chicago; Governor Adlai E. Stevenson of Illinois; Senator Paul H. Douglas of Illinois; CIO general counsel, Arthur E. Goldberg; Hon. Henry Morgenthau Jr., former Secretary of the Treasury; Secretary of Labour, Maurice J. Tobin; Gus de Muynck, fraternal delegate from the ICFTU; Dr. Mordecai W. Johnson, president of Harvard University; Hon. W. Stuart Symington, Chairman, National Securities Resources Board; and Hon. Oscar Chapman, Secretary of the Interior. A message of greeting from President Harry S. Truman was also read to the delegates.

Address of President Philip Murray

Opening his annual convention address, President Murray decried the tactics employed in the recent United States Congressional elections. He charged that the real issues had been beclouded by . . . "misleading statements, deceitful statements . . . in the course of the recent election".

He said that "evil propaganda" had been used by certain candidates in an effort to link organized labour with subversive elements. Mr. Murray said:—

> Never was there a more diabolical campaign conducted in the history of the United States of America. Issues with respect to the domestic needs of the American people were forgotten, and in the heat of this political war questions of housing, social security, the proper kind of a farm program, Taft-Hartleyism were never presented to the American people in a proper way.
>
> I do not take it, therefore, that the decision arrived at by the people of the United States of America November 7 constituted a repudiation of any of the policies of this great organization of ours, the National CIO.

Speaking of the Taft-Hartley Act, Mr. Murray said that "the Act has not solved the so-called national emergency disputes . . . (but) . . has made it more difficult to mediate and conciliate disputes of an emergency nature . . . The Act has certainly weakened workers' protection. There have been fewer reinstatements and less retroactive pay where people have been reinstated".

Mr. Murray regretted that social security was not an issue in the election. In particular, he deplored the 75 cent minimum wage, and said that "it (is) incumbent on the Congress of the United States of America to enact legislation providing for a minimum of at least one dollar per hour . . ."

Calling for increased participation by labour in United States foreign affairs, President Murray said:—

> We would like to have more real policy-making representation in the State Department, in the ECA and in other foreign programs. We must fight to be given a larger part in the conduct of our country's Voice of America programs, not only as they affect the preparation and the making of a speech or an address to the peoples behind the Iron Curtains, but also in the effectuation of policies that have to do with the operation of the Voice of America as such.

This organization of ours, although it is a trusting organization and although it does believe in good, decent business men playing their part in all matters affecting the welfare of our country, nevertheless we cannot afford as a great labour movement to let business men alone, and professional diplomats, have complete control of all our foreign relations throughout the world. We have got to play our part. Our labour organizations can and will and must supply spiritual and moral leadership to the democratic forces. That is not a mere phrase. It has been used often, but it is meaningful in the sense that it means to all of the people that organizations such as ours have a God-given obligation to provide spiritual and moral leadership to other peoples, not only at home, but throughout the entire universe.

This organization of ours is against appeasement in any form. It hates war, it seeks to achieve peace, and it must of course continue in its efforts to acquire peace for the peoples of the world, not only for the purpose of establishing peace alone but to prevent the continued exploitation of the poor, the hungry, the weak and the sick all over the world, wherever they may be. So that these words, spiritual and moral leadership, which originally emanated in the councils of labour, must be provided by organizations such as ours, the Congress of Industrial Organizations, for our own government and for governments elsewhere all over the universe.

Mr. Murray reported that the Executive Board of the CIO had carried out the instructions of the previous convention to investigate charges of communism against several affiliates and after ". . . democratic processes of trial . . . (had) found them guilty of operating communistically controlled unions and . . . expelled them." Despite the ousting of these unions whose membership was over 850,000, the CIO is numerically stronger, he said. Approximately 70 per cent of the rank and file members of the communist unions had been brought back into membership. President Murray expressed his opinion that "the Communist Party has not only lost its influence in the United States . . . but . . . it is travelling its last mile in our labour movement. They are done."

Turning to the proposed creation of price and wage stabilization boards, Mr. Murray explained to the Convention why he, as a member of the Symington Committee had "cast . . . (his) . . . vote against wage controls in that Board".

Mr. Murray said that corporate profits after taxes had increased from 1936 to 1950, "from four billion, one hundred million to twenty-four and a half billion, six times the amount." As a result of this "the buying power of corporate profits after taxes since the early part of 1946 has increased 43 per cent," he said. In contrast, Mr. Murray said "the buying power of weekly wages during this same period for all kinds of American labour has gone up 6 per cent."

CIO opposition to wage controls "is predicated on the well grounded belief that American labour must first catch up, its wages must be hoisted, and if regimentation must come, and all people must sacrifice . . . there must be equality of sacrifice in every segment of our national life."

Concluding, Mr. Murray said:—

> We have requested the Department of Defence, the Department of Manpower, the National Production Authority, the Symington Committee and all other agencies which have to do with the building up of our national defence program to give to our organization representation on each of these agencies, but not jobs. We are not interested in jobs. We want men placed in positions on the policy making level, where they may have something to say about what America is going to do in this defence effort as of the year 1950.

Message from President Truman

Unable to accept an invitation to address the Convention, President Truman sent a message extending his greetings and best wishes for a successful convention.

In his message, President Truman drew attention to the state of the world, and the difficult situation in Korea. He said that "in co-operation with other free nations we are engaged in increasing our defence forces to the extent necessary to deter aggression elsewhere." The United States would have to concentrate on building its defences in order to meet its world commitments, he told the Congress. This program included helping other nations to resist Communism internally as well as externally. In addition to military aid, it would be necessary to "provide such economic and technical assistance as may be needed to strengthen other free nations," he said.

President Truman described labour's role in this program as a "vital one", and said that "the demands on our system of production can only be met if labour does its utmost to expand our output of defence

materials and equipment." He urged the unions to work toward greater expansion of United States industrial strength.

Turning to what he called the "spiritual contribution" which labour could make to the cause of freedom, Mr. Truman said:—

> The labour movement in this country is a symbol of our concept of freedom. It can speak directly to the working people of other lands. By its example it can show that a free and democratic society is the best hope of the worker everywhere. More than any other element in our country, the labour movement can refute the lies of communist propaganda about the nature of our society, and our objectives in the world. Your organization is already doing much to spread the true message of democracy through the world. It must, in the future, do even more.
>
> We must not forget that, if we are to achieve our aims, we have to increase our strength at home. We must continue to work for better health and better education for all our citizens. We must continue the job of eliminating discrimination on account of race, creed, or colour. We must continue our efforts to achieve a fair labour law, and protect and improve collective bargaining.
>
> The world contest in which we are engaged can not be won by those who would turn back the clock of social progress. It can only be won by those who have faith in the people, and who realize that the liberal creed is the only effective answer to the false dogmas of communist tyranny.
>
> Our defence production efforts will call upon us all to make sacrifices of some of the good things we now enjoy, and to defer some of the material comforts we hoped to have in the near future. These sacrifices should be shared fairly by all groups in our population. If that is done, I am sure they will be shared willingly.
>
> By working together, and with the help of Almighty God, we can win the peace with its rich rewards for all our people and for those all over the world who cherish liberty.

Labour Unity

The convention went on record as favouring continued efforts toward labour unity in the United States. The resolution supporting the Congress' efforts towards unity reads as follows:—

> This Convention approves President Murray's unity proposal.
>
> We note with satisfaction the progress that has already been made in the direction of labour unity. We endorse the actions taken by the members of the CIO Unity Committee and authorize and direct the Committee to continue to meet with the representatives of the AFL and other *bona fide* labour organizations, looking forward to the attainment of the cherished goal of every union member: the attainment of organic unity of all American labour.

In an address on the resolution, President Murray voiced the hope that unity discussions with the AFL would continue following the conclusion of the Convention and of the steel negotiations which were then in progress. He suggested that it might be possible to broaden the scope of future talks to include spokesmen from "legitimate" unions outside of the two major organizations. The "practical working unity" which had already been achieved on many matters of common concern between the CIO and AFL, at all levels was regarded by Mr. Murray as a reflection of the "grass roots sentiment" favouring unity and showed "a steadily increasing interest in the attainment of organic unity".

CIO Foreign Policy

The Convention reaffirmed the CIO's desire for peace and "all sincere efforts to obtain general disarmament including international control of atomic energy with full powers of inspection." However, the resolution on foreign policy flatly rejected "false peace plans—such as those propounded at the Stockholm, Sheffield, and Warsaw conferences—advanced by the Communists for propaganda purposes to disguise the expansionist aggression of the Soviet Union."

The statement on Foreign Policy also included a declaration on Korea which said:—

> The CIO welcomes this occasion to reaffirm its complete support of our government and the United Nations in the struggle against Communist Aggression in Korea. We renew our pledge in face of the further aggression by the Red Chinese puppets of the Soviet Union.
>
> After the eventual conclusion of the fighting in Korea, a great task lies ahead for the United Nations. Our Government must take the lead in pressing for thoroughgoing measures which will make the reconstruction of Korea an example and inspiration for all Asia.
>
> The false promises and dictatorship of the Communists must be replaced not by discredited feudal regimes but by bread, land, peace and freedom under a United Nations Commission for all Korea.

The Convention also gave strong support to the United Nations and urged affirmative action to aid underdeveloped countries. Support was also given the European Recovery Program (Marshall Plan), European Unity and the recently announced expansion of the U.S. Information Service.

The Congress registered opposition to the granting of American aid to any dictator-controlled country. "The CIO deplores as dangerous to democratic unity and ideals, the granting of economic aid to the totalitarian dictatorships of Franco Spain and Peron Argentina," the resolution said.

Resolutions

The convention passed resolutions expressing the CIO position on many topics. These resolutions—

Endorsed the program of political action sponsored by the Congress;

Approved the CIO legislative program in support of the "New Deal" and the "Fair Deal";

Pledged to continue and increase efforts at organization;

Promised continuance of the fight against the Taft-Hartley Act;

Warned international and local unions to guard against state legislation permitting injunctions in labour disputes;

Demanded full civil rights for all Americans;

Asked for major improvements in old age, survivors' and disability insurance and public assistance;

Asked the United States Congress to strengthen wage-hour and public contracts legislation;

Endorsed the policies of the International Confederation of Free Trade Unions.

Election of Officers

President Murray was unanimously elected to his eleventh consecutive term as president of the CIO. There were no other candidates for the position, and Mr. Murray received an acclamation. James B. Carey was re-elected as Secretary-Treasurer of the organization, and vice-presidents elected were: Alan S. Haywood, J. A. Beirne, L. S. Buckmaster, Joseph Curran, O. A. Knight, Walter Reuther, Emil Rieve, Frank Rosenblum and Michael J. Quill. In addition to these officers, the Convention also elected its Executive Board for the coming year.

AMERICAN TRADE UNIONS AND TECHNICAL ENGINEERING SERVICES

A recent article in the International Labour Review describes the development by certain unions of technical engineering services, to aid them in bargaining with management on problems of job evaluation, wage incentive plans, and other technical matters.

While for the greater part of their history trade unions in the United States "have had no use for, and in fact have feared, the engineering approach to work problems in the plant," they are tending more and more to employ technicians in their own behalf, according to an article in a recent issue of the *International Labour Review* of June.

The author, Solomon Barkin, is Director of Research for the Textile Workers' Union of America (CIO). In the article he first sketches the history of the trade union attitude towards "scientific management" in the United States, and towards the engineering experts who are instrumental in developing its techniques. He then explains the reasons behind the change in union attitude towards technicians, and finally illustrates the work of their engineering units by a description of the technical service which he has built up in his own union.

Because of the unions' inherent suspicions of the scientific approach to industrial production, rates of pay, conditions of employment, job duties and assignments, etc., the growth of the technical engineering service has been the slowest of all union staff services, the author points out.

Primarily, the unions' concern has been centred around the establishment of basic terms of employment rather than controls over shop or production practices. It has not proved expedient to employ an adviser on industrial engineering problems in

negotiating a basic wage schedule or general wage increases or even improvements in so-called fringe benefits (such as holiday and vacation payments, Christmas bonuses, employer's social security contributions, etc.).

Antagonism Towards Scientific Management

Generally speaking, the writer comments, "labour's common attitude has been that management has been too aggressive in promoting efficiency and frequently too indifferent to the effect of job changes on the workers."

In fact, management has been more technique-conscious, and it was the introduction of the industrial engineer into the plant which created antagonisms among unions against "scientific management." From the outset, organized labour regarded this policy as anti-union. "Scientific management," according to the article, "was described as a monster which put workers at the employers' mercy and stripped them of their principal bargaining weapon—skill."

Wage incentive systems based on time study, argued the unions, "pitted workers against each other in an inhuman and suicidal contest," and meant endless industrial changes, unstabilized industry, unemployment and lower earnings. The unions insisted further that time and motion studies were neither scientific nor fair in the determination of tasks or the fixing of rates, but merely gave mathematical expression to the wishes and attitudes of management.

When, during the 'twenties, "advanced" employers integrated industrial engineering techniques with psychological tests, welfare programs and company unions, labour leaders became even more sceptical as to the worth of management techniques. Later, under the aegis of government protection, workers by the million organized trade unions, and wherever possible they did away with time studies, wage incentives, psychological and medical tests, and merit rating of workers.

Change in Union Attitude

In time, however, many workers accommodated themselves to the techniques of scientific management and began to see in them certain advantages. Some union leaders mastered the techniques with a view to protecting workers and extending the benefits derived from the innovations. The contribution which scientific management made to over-all efficiency during the first World War also influenced many labour leaders. Samuel Gompers, President of the American Federation of Labour, declared at the end of the war that "the trade union movement welcomes . . . every device and readjustment that will make expended effort more valuable to humanity."

Gompers along with others advocated joint consultation between workers and employers on industrial innovations, the author states. In 1925, the Federation revised its wage policy to reflect the conclusion that the major sources of rising income and wages were higher productivity and the elimination of waste.

Organized labour in the 'thirties was too engrossed in getting trade unions established to show much interest toward the technical approach in the factory. Positive co-operation was not revived until the second World War when labour united for an all-out production effort. Some unions which had formerly fought the principles of scientific management now accepted them; others went further in advocating their extension.

With the unions' general reversal of attitude towards the technical approach, interest in securing engineering advisory services increased. The demands for such services multiplied as the difficulties increased at the local level in dealing with employers' proposals. As the recognition of the need for assistance has grown, various unions have established their own technical services.*

Requisites in Organizing a Technical Service

Turning to the service which he organized in the Textile Workers, the author first offers several suggestions regarding the undertaking of a technical service within a union. First, the staff must consist of permanent personnel and not of consultants, the reason being that engineering consultants have been trained in management's approach and could not therefore maintain an undivided loyalty to the trade union.

Permanency is considered a prerequisite for the personnel if they are to acquire the ability to formulate complaints carefully and accurately, to give documented expression to the workers' general dissatisfaction and to handle specific technical grievances.

* The article cites three unions as having national technical staffs. These are the International Ladies' Garment Workers' Union (AFL), the Textile Workers' Union of America (CIO), and the United Automobile Works of America (CIO).

Secondly, a union's technical service must be properly integrated with its economic staff. Management techniques, as the article explains, are designed to meet economic issues. Engineering and management data and findings are materials used in the discussion of such problems as earnings and wage rates, work-duties and man-hour requirements, and have no independent significance in collective bargaining. "The technical service must serve the union's negotiators in the same manner in which the management uses its technicians," the writer states.

Functions of Textile Workers' Service

In the case of the Textile Workers' technical service, its primary function is to aid and train the union's administrative personnel in the handling of problems of an industrial engineering character.

Among its advisory functions, the Textile Workers' technical staff includes assisting the union to develop its policy on worker effort, technological job and work assignment changes, time study, wage incentive plans, job evaluation, merit rating and the technical conditions in the mill.

A major service function of the union's technical staff is to aid in the application of the above policies with a view to solving specific problems at each level of operation. Included among the four service functions of the engineering staff are aid in union organizing, in contract negotiations, in the handling of specific jobs grievances under an existing contract and in arbitration proceedings.

Other functions include education and training of union business agents and union members of textile industry joint boards; the printing and distribution of information on a variety of subjects; interpretation of developing technology; assistance to management in adjusting to new trends; encouragement of mill safety and health; and education of the public and employers.

In connection with the last mentioned function, the writer states that the Textile Workers' Union staff considers it fundamental to encourage others to devote greater critical study to and appraisal of the materials in this field of technical engineering.

* * *

British Unionists Advocate Technical Services

In Britain ten trade union officials stated that it is time for big unions and federations to engage their own production engineers, according to the August issue of *Labour*, a publication of the Trades Union Congress.

The officials proposed that the Congress itself should employ staff to aid unions in setting up production departments and to give technical assistance to unions too small to afford their own experts.

Included among the officials are presidents, general secretaries, executive committee members and divisional organizers of ten important unions in engineering, mining, building and textiles.

While the unions to which these officials belong are not committed to the views expressed by the latter after independent investigations, there is ample evidence, the magazine states, that the idea of consulting and even appointing specialists is steadily gaining favour among British unions.

Workers contend that their industries must be up-to-date and efficient if full employment is to remain and the standard of living to rise. They have therefore resolved to assist, through their unions, any efforts to increase productivity.

As to the methods, the officials in their report stated that where managements are progressive in modernizing workshops and improving production methods, trade unionists must be prepared to understand the innovations, to see the advantages and drawbacks of proposals arising out of joint consultation, and to ensure that earning opportunities are increased rather than the opposite. Where, on the other hand, managements are content with outmoded methods that keep prices high, unions must be prepared to take the initiative in stepping up efficiency.

To achieve these goals, the officials proposed that explanatory week-end and summer school courses on the economics of full employment would help the trade unionist to see his own industry against the background of his country's economic situation.

To deal effectively with the day-to-day problems of the worker, workshop representatives must be trained in production techniques and be able to offer practical and realistic criticisms at meetings of the works committee. The training should be done by a staff of technical experts if the union can afford this expense.

The task of the Trades Union Congress, say the officials, should be to give help and guidance in the formation of the new departments mentioned above and to give direct services to unions not yet in a position to add to their own staffs.

THE SHORTER WORK WEEK

Wartime experience in both Great Britain and the United States supports the conclusion that the six-day, forty-eight hour week is the maximum for efficiency in war production. This is one of the conclusions reached in a National Industrial Conference Board study summarized below. The report notes, however, that different results might occur from the inauguration of this work week in peacetime.

In presenting their survey, *Economics of the Work Week*, the authors Herbert R. Northrup and Herbert R. Brinberg note that the movement for shorter working hours in America has a long history, dating back before "the full flowering of the factory system in the United States." The first move was toward the "sunup to sundown" working day, followed by agitation for a day from 6 a.m. to 6 p.m. By early in the nineteenth century, working people were asking for the ten-hour day, and between 1840 and 1860, a ten-hour day was being increasingly adopted.

By the close of the American Civil War, there was a growing demand for an eight-hour working day. While the eight-hour day was by no means standard in 1900, the first two decades of the century saw swift progress towards this objective. In 1900 the average weekly hours worked in all industry was 57·3; by 1920 this had decreased to 50·4.

The great depression which began in 1929, was responsible for drastic reductions in working hours. Employers cut hours and "instituted share-the-work programs, so that the reduction in hours between 1930 and 1933 represented a loss rather than a gain in material well-being."

It was not until the passing of the Fair Labour Standards Act in 1938, that the forty-hour week became national policy in the United States. The Act established a forty-four-hour-weekly maximum to become effective in 1938; and then successive reductions to forty-two hours in 1939, and forty hours in 1940. However, the Act was not universal in its coverage and "as originally written . . . was estimated to exclude either by general or specific exemptions, more than one-half the labour force."

While the World War I trend was towards reduced hours, the requirements of war production during World War II forced "a sharp increase" in working hours. The study notes that:—

"The wartime interruption of the downward trend in hours, however, was only temporary. Throughout World War II, the overtime provisions of the Fair Labour Standards Act remained in effect, and time and one-half was paid for all work in excess of forty hours a week. When hostilities ended, the forty-hour week again became the standard. Moreover, industries which were not covered by the hours provisions of the Act, such as air transport in 1945, railroads (non-operating employees) in 1949, and some units of retail trade went on the forty-hour week for the first time."

Trends From 1945 to 1949

Since the end of World War II, agitation for even shorter working hours has fluctuated. In 1945, President William Green of the AFL stated that "so long as there is one man who seeks employment and cannot find it, the hours of labour are too long." The restatement of this principle, originally laid down by Samuel Gompers, was occasioned by the fear, prevalent at the time, of a post-war recession. Mr. Green expressed the opinion that the six-hour day and the thirty-hour week would become "an economic necessity," in order to lessen the threat of unemployment.

The expected recession did not materialize, and "attention was turned to the desirability of increasing work schedules as a means of dampening inflation."

Early in 1949, there was again the threat of a recession and "labour once again began to discuss and press toward a shorter work week, with a thirty-hour week the aim. . . . As soft spots began to appear in various sectors of the economy, union leaders, especially those of AFL and independent unions . . . commenced advocating shorter hours of employment."*

* This study was released in April, 1950, and therefore has no information concerning trends in hours since the American preparedness program has started to move into high gear.

Arguments for Shorter Hours

The study discusses the four principal arguments advanced for shorter hours. These are:—

1. Shorter hours improve the health of the population;
2. Shorter hours allow for increased leisure, which in addition to being salutory in itself also permits workers to purchase and enjoy the products of industry;
3. Shorter hours increase worker efficiency enough to offset less work time;
4. Shorter hours are necessary to insure full employment.

Health and Leisure

In the United States, regulations on hours for women, hours in dangerous trades, and hours in transportation have been based chiefly on health reasons. In transportation, the purpose of these regulations is to protect "the health and safety of the consumer as well as that of the worker. . . ."

The survey states:—

> The arguments based on health are more applicable to a longer work week than forty hours. Consequently, the proponents of a work week shorter than forty hours do not use the health argument much except in the cases of particularly dangerous or strenuous trades or occupations.
>
> The effect of hours of work on the accident rate has been the subject of a number of studies, but these studies have two distinct limitations. First, no definite measurement is utilized by the studies, especially in comparing different types of work which subject workers to different risks of injury and different degrees of physical exertion and nervous strain. Second, the studies pertain to situations in which the work week was lengthened over a previous standard which was at least forty hours. In general, the results of these studies indicate a direct correlation between increased hours and accident rates, especially when the hours worked are increased beyond fifty per week and ten per day.
>
> It should be noted however, that the effect of increasing hours from a previous norm is something different from the effects which might occur from decreasing hours from a given norm. For example, if hours were reduced from forty to thirty, there is no proof that the accident rate would fall to any appreciable degree. On the other hand, if workers were accustomed to thirty hours, and the work week were suddenly increased to forty, adverse effects on the accident rate might well occur. This could happen because the living habits of people would be upset, meaning unsteady nerves and reduced alertness to accident hazards. Also it is possible that the tempo of production would be increased under a thirty-hour week. The effect of an increase in hours from thirty to forty could then induce excessive fatigue and more accidents.

Purchasing Power Theory

Proponents of shorter hours have maintained that "with the increased leisure which would come with the adoption of the thirty-hour week, and with the increased purchasing power which would come from the maintenance of earnings, the workers would have time and money to function as consumers of the products of industry."

As an example of current thinking among labour men on this subject, a statement is quoted in the study from the report of the AFL shorter work week committee. This report stated: "If the economy is to remain sound over the long run, our developing productivity and technology must be leisure providing as well as labour saving and must lead to shorter hours and higher living standards for all, rather than unemployment for a growing number." Another argument which is not now as prevalent as formerly, is that shorter hours encourage greater participation in political and civic affairs.

The survey makes the following statement on the purchasing power theory:—

> Since the average worker spends the bulk of his income on consumption goods, it may well be that he is about as good a customer for the non-essential items of industrial production as can be expected. Moreover, this leisure argument assumes, first, that the increased costs resulting from decreasing the hours will not adversely affect employment and therefore, in turn, adversely affect consumer expenditures; and second, it also assumes the shorter-hour movement will not be simply a device to increase overtime pay. Where actual hours are not reduced, but merely made more expensive by penalty overtime payments, the increased leisure argument is irrelevant; for here the workers' take-home pay, not the workers' leisure, is increased.

Efficiency and Productivity

It has been found that, "historically the reduction in hours of work has been accompanied by increases in productivity." The survey's definition of productivity is not necessarily synonymous with that of efficiency.

> Productivity is not a measure of the man alone, but of the man and his equipment. It is a statistic commonly measured by dividing output by man-hours worked. Rising labour productivity is largely a manifestation of the joint contribution of increasing capital, improved managerial technique, and scientific advance. Thus the doubling of real output per man-hour between 1900 and

1940 . . . was not primarily the result of greater (physical) effort. People did not work twice as hard in 1940 as in 1900. If anything, their work was less arduous and it was done under better working conditions. The important point is that, in combination with much more plant and equipment . . . (labour) produced twice as much per hour.

On the other hand, labour efficiency, as defined here, refers to changes in output resulting solely from changes in labour effort or input, other factors being held constant. Hence an increase in labour efficiency will result in an increase in productivity; but an increase in productivity does not necessarily mean that labour efficiency has increased.

The more important studies on the effect of hours on labour efficiency were made during World War II, under abnormal conditions. Those available also deal mainly with increases in hours above forty, rather than below forty per week.

In summarizing these studies, the authors have noted the following reservations:—

Patriotism undoubtedly increased worker efficiency when, under normal conditions, efficiency might have been less at longer hours.

In converting to war production, some companies installed improved machinery which increased productivity simultaneously with changes in work schedules.

Firms frequently lost key personnel to the armed services, and nearly all firms which expanded were staffed with unskilled and inexperienced labour.

Shortages of raw materials plagued many firms during the war and post-war periods.

During World War II some plants in the United States, and a larger proportion in Britain adopted a full seven-day week, with hours ranging from fifty-four to seventy-two. This compared with an American pre-war standard of a five-day, forty-hour week, and a British standard of a six-day, forty-eight-hour week. According to the survey, results were very similar.

For a time after the longer schedule was adopted, output increased. Then, as fatigue accumulated, weekly output fell to levels existing before the change, or even below that. Workers were found to have a tendency to pace themselves under different work schedules in order to avoid extreme fatigue. Where workers had no control of the speed of work, output increased under the seven-day week, but so did spoilage, sickness and absenteeism. The unanimous conclusion of all studies was that the seven-day week and hours of sixty or more a week reduced the efficiency of labour and were uneconomical for business.

The study summarizes the results of a survey made by the Bureau of Labour Statistics, which found:—

In a majority of cases, the shift from the forty-hour, five-day week to the forty-eight hour, six-day week was accompanied by an increase in output directly proportional to the increase in hours, and in all cases output increased to some extent. In the two cases in which a partial day rather than a full day was worked on Saturday, the increases in output were less than proportional to the increase in hours. This was also the case in a minority of the plants that shifted from the forty to the forty-eight hour week. However in all cases but five, the war emergency, the existence of wage incentives in a number of the plants, and, in some instances, the fact that production was at a moderate pace prior to the increase in hours prevented resentment on the part of the workers as well as excessive fatigue and the consequent lowering of efficiency. There was one instance in which female labour efficiency declined in the change from forty to forty-eight hours.

However, while there was a general increase in productivity, there was also an increase in the rate of absenteeism especially among women employees, following the addition of the sixth working day.

The conclusion reached regarding the increase from a five to a six-day week is that "the addition of the sixth day had no disadvantageous effect on output, provided daily hours were held to eight." Other studies support the conclusion that the forty-eight hour week was best for war production, and that adding the sixth day had no ill effect unless the daily hours were excessive. It should be noted again, however, that different results might occur if the six-day week were inaugurated in peacetime.

Following the war, when hours were again decreased, it was found that "a decrease in hours was accompanied by less than a proportionate decrease in production." In all cases except one, the decrease in hours was accompanied by an increase in efficiency. The change in hours had little effect on the absentee rate among male employees, but women's absences increased.

The report concludes:—

The most logical explanation advanced for the observed improvement in efficiency as hours of work were reduced was that workers who were paid on an incentive basis wished to make up lost take-home pay brought about by the elimination of time and a half for the sixth day.

In general, industries where work was of the heavy, exhausting type profited most by a reduction from the forty-eight to the forty-hour week. The BLS study also supported the view that, although the 48-hour week, eight-hour day is the maximum for efficiency, the forty-hour week, eight-hour day is the optimum work schedule.

WAGE INCENTIVE SCHEMES IN BRITISH INDUSTRY

Wage incentive schemes, other than straight piece rates, were in effect in 30 per cent of the establishments surveyed by the British Ministry of Labour. Such schemes were much more common in large than in small firms.

In a separate survey of incentive schemes in building, the Ministry of Works reached the conclusion "that where schemes were operated with enthusiasm, output was substantially increased, cost reduced, and the men's earnings supplemented."

In the spring of 1950 enquiries into the extent of wage incentive schemes in operation in industry were instituted by the British Government. During a survey of earnings and hours in manufacturing industries generally, and in some of the principal non-manufacturing industries, the Ministry of Labour and National Service obtained some particulars as to the number of establishments operating wage incentive schemes, other than straight piece rates. Incentive schemes in building were surveyed by the Ministry of Works, in association with the Ministry of Health. The results of both enquiries are summarized in the October issue of the *Ministry of Labour Gazette*.

Survey of Industrial Establishments

In the survey of earnings and hours in industry, made in April, 1950, by the Ministry of Labour, employers were asked to state whether they operated for all or part of their employees a wage incentive scheme, other than straight piece rates, designed to encourage increased productivity. Definite answers were supplied by 51,000—nearly 90 per cent—of the establishments from which returns were received. At about 15,500, or 30 per cent, of these establishments wage incentive schemes were in operation for some or all of the employees in April, 1950. The total number of wage-earners at work in these 15,500 establishments in the last pay week in April was about 2,850,000.

Employers were not asked to state the number of workers to whom the schemes applied, nor to distinguish between the different types of schemes. Such schemes were understood to include any systems of payment made in addition to straight time or straight piece rates, which varied according to the output of individuals, groups or departments, or which were based on good time-keeping, merit, avoidance of waste, etc. They also included differential piece rates, which increased or decreased as output rose, and profit sharing and co-partnership. An affirmative answer merely established the fact that a wage incentive scheme of some unspecified kind was in operation for all or some of the employees at the establishment concerned.

Referring to the exclusion of the straight piece-work system, the report says: "This system, the essence of which is a uniform price per unit of work over the whole output, is of course one of the most important of the methods of payment by results. It is to be distinguished from differential piece work, under which the rates per unit of work may be either 'progressive', *i.e.*, increasing as the output increases, or 'regressive', *i.e.*, decreasing as the output increases." In previous enquiries the number of wage-earners paid by time rates and piece rates, or other systems of payment by results, have been ascertained, it is pointed out. The enquiry of April, 1950, therefore, covers different ground from those of earlier dates "in that it includes systems of payment, such as good time-keeping bonuses, merit payment and profit sharing, which are not directly related to output; but excludes the system of straight piece work, which is very closely connected with output."

(An enquiry made in October, 1949, into the extent of payment-by-result schemes, including straight piece rates, showed that in 33 per cent of the establishments reporting, some such system was in operation, covering 31 per cent of the wage-earners.)

A breakdown of the figures for all industries combined according to size of establishment is given in the table included in this synopsis.

While, as explained, the information available does not give any indication of the proportion of wage-earners covered by wage incentive schemes, the table shows that the proportion of establishments oper-

ating schemes increases markedly as the size of the establishment rises. Consequently, while the total number of establishments with no incentive schemes in operation is more than double that of those with schemes, the aggregate numbers of wage-earners are similar.

The percentage of establishments operating wage incentive schemes varied widely between industries. Figures ranged from less than five per cent in the two industries, Gas and Electricity, to over 80 per cent in three industries—Glass Container, Stationary Engine, and Linoleum and Leather Cloth Manufacturing. More than half of the industries showed percentages of between 25 and 55. Percentages above these figures were principally in the Metal Manufacture and the Engineering, Shipbuilding and Electrical Goods groups.

Surveys of Incentives in Building

The survey conducted by the Ministry of Works showed that of the 158 direct labour forces engaged on new housing in the spring of 1950, and employing 14,000 men, 96 employing 10,339 men operated schemes based on output achieved in relation to agreed targets. While results of the schemes vary, the report says that a very large proportion are achieving their objectives. "The general effect of the incentive schemes on output and costs," it states, "is difficult to assess from an enquiry of this nature, but the report indicates that where schemes were operated with enthusiasm, output was substantially increased, cost reduced, and the men's earnings supplemented."

It is noted also that the recent Working Party, appointed to enquire into the organization and efficiency of building operations in Britain, reached the conclusion that incentive payments in building are essential to adequate increase in output.

The Ministry of Works survey covered schemes operated by direct labour forces of local authorities throughout England and Wales, and was confined to new housebuilding since this comprises the bulk of the building undertaken by direct labour. The report, it is explained, is not, therefore, a statistical assessment of the effects of incentives on building efficiency generally, nor is it intended to convey any particular impression of the working of direct labour organizations as such.

It was estimated by 83 local authorities that the schemes had resulted in increased output and by 80 that reductions in labour costs had been achieved; 86 stated that the men's earnings had been increased. Detailed evidence from 67 authorities showed average bonus earnings of 15 to 20 per cent of basic wages, and from 32 authorities an average increase of 27 per cent in output on bonused work, and an average saving of 7 per cent in labour costs.

In some schemes the increase in output was quite small, particularly taking into account the output of the men as a whole, but the highest estimated overall increase was 43 per cent. The range was even wider in particular trades, and the increase in output varied from 22 to 112 per cent.

The estimates of reduction in labour costs also varied widely. Some reductions of 25 per cent were claimed, representing over £100 per house. In particular trades, notably brickwork, savings of up to 45 per cent were claimed.

The average bonus paid on the 67 schemes reported on was 5d. per hour. Bonuses varied from 1d. to 1s. 8d. Craftsmen generally earned from 3½d. to 6½d.; tilers tended to earn slightly less and plasterers slightly more. Labourers, mainly owing to the fact that the bonus is usually based on their lower hourly wage rates, earned somewhat less—between 3d. and 5½d. per hour. Payment of bonus at weekly intervals, it is stated, was regarded as desirable by a majority of local authorities, and was made in 61 of the 96 schemes.

In 34 schemes, all the men directly employed on the job were covered; in 57 others the schemes covered only the main trades or operations.

The figures given for improvement in output, savings in labour costs, and bonus earnings, the report stresses, refer usually only to the time during which men were engaged on bonused work, as experience shows that it is difficult to include more than a proportion of the men's time on such work. The overall effect on output, therefore, and consequently on labour costs and bonus earnings, will on the average have been less than that indicated by the figures given.

Few local authorities covered by the survey have succeeded in bonusing maintenance work, which presents special difficulties. This problem, it is noted, is being explored by the Ministry of Works.

The labour forces operating incentive schemes were found to be larger than those having no schemes; the average number of men engaged on new housing in the former was 101. It is clear, the report says, that the larger forces have found themselves to be in a better position to initiate schemes than the smaller forces.

The report records various difficulties in the way of incentive schemes, such as lack of suitable operating staff, but it also shows

that these difficulties have frequently been overcome. Half of the schemes were operated in conjunction with joint production committees, usually composed of members of staff and operatives of the direct labour forces. In most of the remaining schemes the men were brought into discussion before and during the operation of the scheme.

Typical Incentive Schemes

Particulars of two typical incentive schemes in operation are given in an appendix to the report. In the first scheme, the estimated labour cost for each item is extracted from the priced bills of quantities and these are grouped to form labour cost or man-hour targets for between 30 to 40 operations on a pair of houses. The targets are agreed with the men and the men's time is allocated during the week to the tasks on which they are engaged so that when each task is completed the actual labour cost is known. Each week an assessment of the tasks completed by each trade is made. The actual labour cost is deducted from the target cost and the men are entitled to two-thirds of any saving. The bonus earned is shared in each trade or gang in accordance with the wage rate and the hours worked of each man, and is usually paid out in the week following the completion of the tasks. This type of scheme has the advantage that each gang or trade has a direct incentive, and it provides the basis for the costing of the work as it proceeds; but it does demand the allocation of the men's time to particular tasks and the calculation of the bonus earned on each.

The second scheme quoted is similar in principle to the first but is on a much broader basis. The agreed target labour cost for a pair of houses is broken down into a number of stages and the percentage of the total labour cost is worked out for each stage. These figures form the basis for assessing the target value of work done each month. The wages paid during the month are deducted from the target labour cost and the men are paid as bonus 75 per cent of any saving achieved. All men on the site are covered and the bonus is distributed in equal shares to craftsmen and labourers in accordance with the hours worked by each. It is pointed out that this type of scheme is simple to operate but demands careful preparation at the commencement of the job. A part of the incentive may be lost because all men share equally in the bonus, irrespective of the relative contribution of each gang. Also, the scheme does not provide much useful information for future estimating.

WAGE INCENTIVE SCHEMES IN BRITISH INDUSTRY

Size of Establishment (Number of Wage-Earners)	Number of Establishments with Wage Incentive Schemes other than Straight Piece Work	Total Number of Wage-Earners at Work at Establishments Included in Column (2)	Number of Establishments with no Wage Incentive Schemes other than Straight Piece Work	Total Number of Wage-Earners at Work at Establishments Included in Column (4)	Percentage Number of Establishments with Wage Incentive Schemes (other than Straight Piece Rates) in April, 1950
		(000's)		(000's)	p.c.
Under 11	1,153	8	7,892	47	13
11—24	2,597	45	9,346	157	22
25—49	3,124	113	7,222	248	30
50—99	3,175	224	5,159	357	38
100—249	3,146	496	3,783	585	45
250—499	1,290	450	1,362	459	49
500—999	620	425	502	338	55
1,000 or more	469	1,082	262	567	64
Total	15,574	2,843	35,528	2,758	30

Industrial Relations and Conciliation

A dispute involving longshoremen engaged in coastwise shipping operations on the West Coast was settled during November by a Conciliation Officer. Other officers were assigned by the Minister of Labour to deal with disputes affecting a number of widely separated industries.

Introduction

During November and the early part of December, the Minister of Labour appointed Conciliation Officers to deal with seven industrial disputes in widely separated parts of Canada.

The first of these involved a dispute between Canada Coach Lines Limited, of Hamilton, Ontario, and its employees represented by Local Union 1454 of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The Union had been certified on August 11, 1950, as the bargaining agent for approximately 300 employees of the Company. On November 2, the Minister of Labour appointed an Industrial Relations Officer to confer with the parties and endeavour to secure an adjustment. It was reported that the main point of contention involved the rate to be paid to drivers for lay-over time. Several previous collective agreements between the Company and an Employees' Independent Union had provided for the payment of straight time rates of wages for lay-overs, but the employer contended that these provisions had worked a hardship and proposed that a reduction to approximately half-time pay be adopted for lay-overs. Proposals for wage increases put forward by the Union were also major items in dispute. No agreement was found possible by the Conciliation Officer and on November 17 the Minister of Labour appointed a Board of Conciliation and Investigation to consider the dispute.

The other cases in which Conciliation Officers were appointed were still in the mediation stage at the time of writing. These include disputes between the Abitibi Coach Lines and Transportation Company Limited, Val D'or, Quebec, and the Canadian Brotherhood of Railway Employees and Other Transport Workers; Smith Transport Limited, Montreal, Quebec, and Local No. 106, Transport Drivers, Warehousemen and Helpers' Union of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; Yukon Consolidated Gold Corporation limited, Dawson, Y.T., and Local 564, International Union of Mine, Mill and Smelter Workers; Trans-Canada Air Lines and the Canadian Air Line Pilots' Association; the Alberta Wheat Pool and employees of its Elevator Department at Vancouver, B.C., represented by Grain Elevator Workers, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America; Robin Hood Flour Mills Limited, Saskatoon, Saskatchewan, and Local 342, Flour and Cereal Workers' Division of the United Packinghouse Workers of America.

The settlement of a dispute by a Conciliation Officer was reported during November. The case involved longshoremen employed by members of the coastwise section of the Shipping Federation of British Columbia, namely, Canadian National Steamships, the British Columbia Coast Steamship Service of the Canadian Pacific Railway Company, Frank Waterhouse of Canada, Limited, Packers Steamship Company Limited and Union Steamships Limited. The employees were represented by Local 38-163 of the International Longshoremen's Association.

No developments occurred during the period under review in connection with the dispute involving the major Canadian railway systems and the two groups of unions representing their non-operating employees. It was anticipated, however, that the decision of the Hon. Mr. Justice Kellock, the arbitrator appointed in accordance with the provisions of The Maintenance of Railway Operation Act, would be made public during the month of December.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargan collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during the month of November. The Board issued six certificates designating bargaining agents and rejected one application for certification. During the month the Board received seven applications for certification.

Applications for Certification Granted

1. Hotel and Restaurant Workers, Local No. 779, Hotel and Restaurant Employees and Bartenders International Union, for a unit of employees of the Canadian National Railways employed in the Newfoundland Hotel, St. John's, Nfld. (L.G., Dec., 1950, p. 2051).

2. The National Seamen's Association of Canada, for a unit of unlicensed personnel employed on vessels owned and operated by Keystone Transports Limited, Montreal (L.G., Oct., 1950, p. 1669).

3. The West Coast Seamen's Union (Canada), for a unit of unlicensed personnel employed in the deck, engineroom

and steward's departments of deepsea dry cargo vessels of Canadian registry owned or bareboat operated by the Western Canada Steamship Company Limited, Vancouver (L.G., Nov., 1950, p. 1891).

4. The West Coast Seamen's Union (Canada), for a unit of unlicensed personnel employed in the deck, engineroom and steward's departments of deepsea dry cargo vessels of Canadian registry owned or bareboat operated by Johnson, Walton Steamships Limited, Vancouver (L.G., Nov., 1950, p. 1891).

5. Local No. 882, International Union of Operating Engineers, for a unit of engineers employed by Central Mortgage and Housing Corporation in the operation and maintenance of its steam heating plants at Park Crescent, New Westminster, B.C. (L.G., Nov., 1950, p. 1892).

6. The Canadian Brotherhood of Seamen, for a unit of unlicensed personnel employed by the Western Union Telegraph Company on board the cs. *Lord Kelvin* and the cs. *Cyrus Field,* operating out of Halifax (L.G., Nov., 1950, p. 1891).

Application for Certification Rejected

Division No. 1229, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, affecting employees of Island Transport Limited, Charlottetown, P.E.I. (L.G., Dec., 1950, p. 2051). The application was rejected for the reason that the Association did not have the support of a majority of the employees affected. The decision was made without prejudice to the question of jurisdiction upon which the Board made no finding.

Applications for Certification Received

1. The Canadian Merchant Service Guild, Inc., on behalf of masters employed by the Saint John Tugboat Company Limited, Saint John, N.B. (Investigating Officer: H. R. Pettigrove).

2. The Brotherhood of Locomotive Engineers, on behalf of locomotive engineers and hostlers handling steam and other classes of motive power employed by the Canadian National Railways in its Newfoundland District (Investigating Officer: L. Pepin).

3. The Canadian Merchant Service Guild, Inc., on behalf of licensed navigating officers employed by the Westward Shipping Company Limited, Vancouver, on board the mv. *Standard Service* and mv. *B.C. Standard* (Investigating Officer: D. S. Tysoe).

4. Malt and Grain Process Workers, Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of employees of the McCabe Grain Company Limited, Winnipeg, employed in the Company's seed cleaning plant at St. Boniface, Manitoba (Investigating Officer: J. S. Gunn).

5. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of employees of the British Overseas Airways Corporation employed in No. 4 hangar at Dorval, P.Q. (Investigating Officer: C. E. Poirier).

6. Local No. 955, International Union of Operating Engineers, on behalf of steam engineers, firemen and maintenance men employed by the Canadian National Railways in the MacDonald Hotel, Edmonton (Investigating Officer: G. R. Currie).

7. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of news-stand attendants employed by the Canadian Pacific Railway Company (British Columbia Coast Steamship Service). (Investigating Officer: D. S. Tysoe).

Conciliation and Other Proceedings Before the Minister of Labour

During the month of November the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and Canada Coach Lines Limited, Hamilton (Conciliation Officer: F. J. Ainsborough).

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers and the Abitibi Coach Lines and Transportation Company Limited, Val D'Or, P.Q. (Conciliation Officer: L. Pepin).

Settlement Effected by Conciliation Officer

During the month the Minister received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between Local 38-163, International Longshoremen's Association, and the Shipping Federation of British Columbia, representing Canadian National Steamships.

Canadian Pacific Railway Company (B.C. Coast Steamship Service), Frank Waterhouse of Canada Limited, Packers Steamships Company Limited, and Union Steamships Limited (L.G., Dec., 1950, p. 2053).

Conciliation Board Appointed

On November 17, 1950, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Canada Coach Lines Limited, Hamilton, and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The Board was appointed following receipt of the report of F. J. Ainsborough, Conciliation Officer (see above). Constitution of the Board had not been completed at the end of the month.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases heard on July 11, 1950.

Case No. 597.—Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Maintenance of Way Employees *ex parte*. A dispute concerning the discharge of a bridge and building foreman following a mishap on April 27, 1948.

The engine of a work train hauling a pile driver outfit went through the bridge at Mileage 15.34 on Lloydminster Subdivision. This bridge was to have been repaired by the pile driver outfit in charge of B & B foreman. The company stated that the foreman "had been instructed on the previous day as to the work which he was to do on 27th April." The engine went through the bridge, killing the head end trainman, and seriously injuring the engineer. The company said that "great material damage was done as a result of the mishap." The foreman in question was dismissed.

The company contended, among other matters, that the foreman had been given clear instructions as to the work to be performed and the location of the bridge; and that he had "completely failed to carry out his duties."

The employees claimed that the foreman's instructions in connection with the work to be done had not been in writing; that he had no definite knowledge as to the location of the bridge; that "apparently no orders were given not to proceed beyond defective bridge;" and that the roadmaster and other officers had been "lax in their duties when they travelled over bridge preceding work train knowing there was no flag protection after roadmaster had removed flags."

The decision of the Board sustained the employees' contention.

Case No. 598.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen. A dispute concerning the assessment of discipline against a trainman in respect to an accident at Warroad, Minn., September 13, 1949.

The Joint Statement of Facts indicated that Extra 3460 left Rainy River for Paddington following another extra (3329) on a 20-minute block. Extra 3460 collided with the rear of extra 3329 at Warroad. The engineman was suspended, and the trainman was assessed with ten demerit marks "for failure to maintain proper lookout while moving through yard limits."

The employees contended that just east of the yard limit board at Warroad, the head end trainman on Extra 3460 witnessed the application of the air brakes by the engineer, and noticed "that the speed of the train when passing the yard limit board was fifteen (15) miles per hour." The engineer then made a second application of the air brakes and reduced speed further to about five miles per hour. "This speed was maintained for several car lengths prior to and while moving over the highway crossing. The rear of Extra 3329 West was three or four car lengths west of the crossing, and the collision occurred at this point."

The employees further contended that the head end trainman "was not negligent in his duties and could not have prevented the accident."

The company contended that Extra 3329 was in the siding at Baudette, and that Extra 3460 West, pulled in to the siding behind it. Extra 3329 then left Baudette for Warroad and had one car to discharge there in "addition to inspecting train and checking by Customs. This work was practically completed and train was just

about ready to leave when the accident occurred." As a result, the engineman was suspended "for his responsibility for the accident." The Trainman "was assessed ten demerit marks for failure to maintain proper lookout while moving through yard limits."

Further oral evidence was presented to the Board by both parties in the dispute.

The Board decided that the "contention of the employees . . . (be) sustained to the extent of payment for lost time."

Case No. 599.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen. A dispute regarding payment to a yardman at Prince George, B.C., October 13, 1949.

Joint Statement of Facts: The yardman was assigned as helper in the Prince George Yard, and on October 13, 1949 worked as follows:—

Oct. 13, 1949—6.30k to 14.30k—Assigned Helper.
Oct. 13, 1949—17.30k to 1.30k—Oct. 14, 1949—Spare Foreman.

A claim was made for time and one-half pay for the shift worked as spare foreman. Both shifts were paid straight time.

The employees contended that the management had misinterpreted Article 1, clauses (*b*) and (*c*) of the Yardmen's Schedule, and that there was a rule providing that yardmen "would receive compensation at the rate of time and one-half when required to perform a second tour of duty within a 24-hour period."

The company contended that the filling of the yard foreman's vacancy has been handled in accordance with practice in effect at similar points on the Western Region and that no schedule rule has been violated.

In a general statement, the Board held that the case had arisen due to lack of clarity of understanding between the officers of the Railway and representatives of the Brotherhood as to the proper procedure to be followed. The Board therefore recommended that the parties confer together and endeavour to clarify the practices to be followed in the future.

The decision of the Board was that "the contention of the employees . . . (be) sustained without prejudice."

Case No. 600.—Canadian National Railways (Western Region) and the Brotherhood of Railroad Trainmen. A claim by a conductor and two trainmen for "eight hours at yard rates account not being called for duty with self-propelled Clamshell, working within yard limits at Prince George, B.C., on September 29, 1947."

Joint Statement of Facts: Clamshell No. 50061 (a self-propelled unit) was operating on the main track within the yard limits of Prince George, and was protected by a "31 Train Order."

The Clamshell which was in charge of a Concrete Pipe foreman, with several form fitters and one labourer, was used on the main line within yard limits loading sand from a sand bank along the track. A car was used with the self-propelled Clamshell, which car when loaded was moved by the Clamshell from the main line into one of the yard tracks and another empty car secured. No train crew or conductor-pilot was called in connection with this service.

The employees contended that "when Clamshells or Pile Drivers are operated on main track, a pilot is required; or when cars are to be handled or switching is required of the self-propelled unit, a full crew shall be provided."

They cited sections from the rules to support their contention, and also quoted Case No. 163 heard by the Board on June 13, 1923.

The company contended that the Foreman in charge of the Clamshell had written and been examined in both (A) and (B) books and that he was fully qualified to be in charge of the self-propelled Crane while making use of the main track within yard limits; and further that he understood fully the protective measures to be taken in connection with such movements. The company further stated that all movements were protected by Train Order, and that "flag protection (was) provided in accordance with Operating Rules 40-44."

The company also said that on the date in question, no yard crew was available. It contended that "there was no violation of either the company's rules and instructions or of the schedule rules presently in effect. The claim of the employees is not justified either as the result of accepted practices of the Company, or in accordance with schedule rules."

Both parties requested permission to submit further evidence.

In a general statement, the Board said that in its opinion, a pilot should have been used.

The Board sustained the contention of the employees "to the extent of payment for one day's pay at yard foreman's rate to the employees entitled to the call."

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Prohibition of overtime during slack season, permission to work overtime during the busy season only when all the workers of the factory are fully employed, and division of available work during slack periods among all the employees properly engaged in the work are features of an agreement between Certain Fur Manufacturing Firms in Montreal, P.Q., and the International Fur and Leather Workers' Union, summarized below.

Manufacturing

Tobacco and Liquors

WALKERVILLE, ONT.—HIRAM WALKER AND SONS LIMITED AND THE DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 61.

Agreement to be in effect from July 1, 1950, to June 30, 1952, and thereafter from year to year, subject to 60 days' notice, provided, however, that the question of wage rates may be reopened on July 1, 1951, by either party on 45 days' notice.

Union security: the employer will retain in his employ only members of the union in good standing. New employees must within 3 days of commencing work apply to the union for a temporary working permit. If retained by the company after a 90-day trial period they shall be required to join the union. The union agrees to issue temporary working permits to all temporary employees and accept them into the union as full members at the conclusion of their trial period upon payment of all fees and regular dues.

Check-off: upon written authorization by the employees the company agrees to deduct monthly from their pay union dues and to remit same to the union. The authorization shall not be revocable by the employee during the term of the agreement.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for all work in excess of 8 hours in any one day or 40 hours in any one week (44 hours in the Grain Corporation Elevator) and for all work on Sundays, except in the production departments, power house and watch service (if it is possible to eliminate Sunday work in the production departments any work performed on Sunday will be considered as overtime); double time for work on 8 specified *paid holidays.*

Vacations with pay: one week after 1 year's service, 2 weeks after 3 years' service and 3 weeks after 15 years' service.

An employee shall be entitled to 3 days' leave of absence with pay (provided they are regularly scheduled working days) to attend the funeral of a member of his immediate family.

Hourly wage rates for certain classes: milling department—elevator man $1.36, miller $1.41, general help $1.31; distilling department— still operators, drier operators, cooker operators $1.41; bottling department —male, checkers and starters $1.36, general help $1.31; female, government stamps $1.05, general help 96 cents; shipping department—checkers $1.39, general help $1.31; power house department—maintenance engineer $1.54; shift engineer, coal crane tender $1.49; water tenders $1.39, firemen $1.34; maintenance department—electricians, plumber and pipe fitter, coppersmith $1.54; machinists, blacksmiths, carpenters, bricklayers $1.49; pipe insulator, cement finisher $1.44; storekeeper $1.36; cooper shop—head cooper $1.49; coopers and header machine operators $1.44; barrel char operator $1.36; general help $1.31. An employee shall be entitled to the maximum rate of pay provided for his classification after 6 months' service with the company and not less than one month in the classification. The above rates are 5 cents per hour higher than the previous rates.

Shift differential: employees on rotating shift work shall receive a night shift premium of 5 cents per hour for all hours worked on the 2 shifts between 4 p.m. and 8 a.m.

Retirement: in consideration of the employer's contributions to the Retirement Annuity Plan, the union recognizes the right of the employer to require the retirement of any employee reaching the retirement age of 65 years or at any time thereafter, but such recognition shall continue only so long as the company shall not exercise its recognized right to withdraw the privilege of employees in the union's bargaining units to participate therein.

The Social Security Plan is covered by a separate agreement between the two parties.

Provision is made for *seniority rights* and *grievance procedure.*

Fur and Leather

MONTREAL, P.Q.—CERTAIN FUR MANUFACTURING FIRMS AND THE INTERNATIONAL FUR AND LEATHER WORKERS' UNION OF THE UNITED STATES AND CANADA, LOCALS 66 AND 67, AND THE JOINT BOARD OF THE INTERNATIONAL FUR WORKERS' UNION OF MONTREAL.

Agreement to be in effect from May 1, 1950, to April 30, 1952. Ninety days prior to its termination the parties will make every effort to negotiate an agreement for the future needs of the industry as the occasion may then require.

Union security: all employees must, as a condition of employment, be members of the union in good standing. Any new help that the employers require will be obtained from the union; if the latter is unable to supply same within 2 days from the time of the request, the employers may otherwise engage such new help, but any new employee must be a union member in good standing.

Check-off: the employers undertake to deduct monthly from the wages of all employees, covered by this agreement, union dues and assessments in accordance with a scale to be provided by the union and to transmit same to the union.

Hours: for manufacturers—8 per day Monday through Friday; for retailers—7 per day Monday through Friday, 5 on Saturday, except during the months of September, October, November and December, when they will be permitted to work 8 hours per day Monday through Friday; a 40-hour week in either case. *Overtime:* time and one-half will be paid for all work after 5 p.m. and for all work performed by wholesalers on Saturdays and by retailers after 1 p.m. on Saturdays; during the months of September, October, November and December, retailers will be allowed to work 4 hours on Saturday morning for which employees are to be paid single time; double time and one-half for work on 7 specified *paid holidays.* No work shall be permitted on Labour Day. No overtime work shall be performed during the first 6 months of the year except in the case of trimmers who will be permitted to work overtime from June 1, instead of from July 1. During the other months no overtime shall be permitted unless all the workers of the factory are fully employed. Overtime work in any given establishment shall not exceed 20 weeks and shall never extend beyond 9 p.m. Whenever there is not sufficient work for all employees, the available work in the shop shall be divided equally among all the employees properly engaged in the work. No worker shall be permitted to work in any craft other than the craft for which he has been engaged; if there is not sufficient work to keep him occupied at his craft he shall fill in other work as required of him; such other work, however, must not displace another employee.

Vacations with pay: after 6 months' continuous service one week, after 3 years' continuous service 2 weeks.

Minimum weekly wage rates effective September 1, 1950 (where 2 rates are given they are for first class and second class, respectively); cutters $65.50 and $55.50, apprentice cutters $43; operators, male $54.50 and $43, female $42 and $33.50; trimmers $43 and $36.50, blockers $43 and $32.50; finishers, male $49 and $41, female $40 and $32.50; lining cutters (or those who cut and sew) $36.50, lining operators $31.50, examiners $47 and $37; employees trimming or padding collars $32.50; all closers shall receive the wages of a first class operator; apprentices (male or female) first 6 months $15, second 6 months $17, third 6 months $19, fourth 6 months $21. A workman promoted from second class to first class will receive an increase of 25 per cent of the difference in wages between the 2 classes on the date of promotion and a further increase of 25 per cent of such difference each 6 months until he receives the minimum wage of a first class employee. Apprentices may be promoted to regular second class work subject to similar arrangements.

Apprentices: factories with less than 15 employees shall be entitled to engage one male apprentice and factories with more than 15 employees two male apprentices. As many female apprentices as are required may be employed but they must be of the ages of 16 to 20 years inclusive.

Insurance: the employers agree to pay weekly an amount equal to 1½ per cent of their weekly payroll to the insurance fund established for the benefit of all their employees.

Provision is made for *grievance procedure.*

Metal Products

KINGSTON, ONT.—ALUMINUM COMPANY OF CANADA, LIMITED, AND UNITED STEELWORKERS OF AMERICA, ALUMINUM DIVISION, LOCAL 343.

Agreement to be in effect from June 22, 1950, to June 21, 1951, and thereafter from year to year, subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agent for all employees represented by the union. Neither party will discriminate against any employee by reason of race, colour, creed, nationality, religious or political beliefs, or because of membership or non-membership in the union.

Check-off: the company shall deduct monthly from the pay of all employees who so authorize union dues and remit same to the union; the authorization may be revoked within the 2 weeks' period preceding the date of expiration of this agreement or any renewal thereof (previously it could be revoked at any time).

Hours: the standard work week shall normally be the hours scheduled for the employee on that particular shift. No employee is obliged to work more than 6 days in any calendar week. Shifts shall rotate in a forward direction. *Overtime:* time and one-half shall be paid for all hours worked in excess of 8 per day providing a full standard week has been worked. Owing to the system of change-over and the variation in the number of shifts worked per week, the length of the standard week varies according to the shift on which an employee works. Ten minute *rest periods* shall be allowed in each half of shift except where shift workers are allowed a 30-minute lunch period with pay, in which case the rest period is to be considered as part of the lunch period.

Statutory holidays: 8 specified holidays shall be observed, 6 of which are *paid*

holidays. An employee required to work on a paid holiday shall be allowed a day off with pay in lieu thereof.

Vacations with pay: 1 week after 1 year's continuous service, 2 weeks after 5 years' service, always providing that at least 1,800 hours (exclusive of overtime) have been worked since employee last qualified for a vacation.

Hourly wage rates for certain classes: Remelt—fireman $1.10 to $1.27½, senior clerk $1.02½ to $1.15; fireman's helper, furnace operator, scalper operator (Ingersoll) $1 to $1.12½; saw operator, equipment conditioner, crane operator, truck operator 97½ cents to $1.06; mould conditioner, baler operator, ingot conditioner 95 cents to $1.03½; scalper helper, saw helper, machine helper 95 to 98½ cents; janitor, general labour 95 cents. Sheet mill—roller "A" $1.10 to $1.32½, roller "B" $1.05 to $1.27½, utility operator $1.07½ to $1.20, slitter operator $1.02½ to $1.15; shear operator, furnace operator $1 to $1.12½; stretcher operator 97½ cents to $1.06; ingot washman, punch press operator, roll catcher 95 cents to $1.01; circle shear operator 95 to 98½ cents. Tubing and extrusion—press operator "A" $1.10 to $1.27½, "B" $1.05 to $1.17½; angle truer operator, drawbench operator, finisher "A" $1.05 to $1.17½; stretcher operator $1.02½ to $1.15; tube reducer operator, point forger, finisher "B" $1 to $1.12½; die man, reeler operator, billet borer operator, swager operator, die assembler, lathe operator 97½ cents to $1.06, draw drum operator, degreaser operator, drawbench toolman, mandrel cleaner 95 cents to $1.03½; tube tester operator 95 cents to $1.01. Inspection—inspector "A" $1.02½ to $1.15, "B" 97½ cents to $1.06; female examiner 90 to 95 cents. Shipping—senior clerk, box maker, packer "A" $1.02½ to $1.15; packer "B", nailing machine operator 97½ cents to $1.06; load checker 95 cents to $1.03½. The above rates are from 5 to 8½ cents higher than the previous rates. Special rates will be established for jobs filled by handicapped persons. Any woman who completely replaces a man on his job will receive the man's rate for that job.

Shift differential: employees on the second and third shifts shall be paid a premium of 5 cents per hour over the regular rate.

Provision is made for *seniority rights, grievance procedure* and the continuation of the *Labour-Management Production Committee.*

KINGSTON, ONT.—ALUMINUM COMPANY OF CANADA, LIMITED, AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 54.

Agreement to be in effect from June 22, 1950, to June 21, 1951, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one between this company and the United Steelworkers of America, Local 343, summarized above, except that it does not provide for any *rest periods.*

Hourly wage rates: Die and machine shops —craftsman "A" $1.32½ to $1.50; toolmaker, die maker, die sinker, head precision inspector $1.27½ to $1.50; machinist "A", roll grinder $1.20 to $1.42½; precision inspector, machinist $1.17½ to $1.35; heat treater $1.15 to $1.32½; senior clerk, improver "A" $1.02½ to $1.15; improver "B", laboratory helper 95 cents to $1.03½; cribkeeper 95 cents to $1.01, general labour 95 cents. Maintenance department—machinist "A", mechanic "A", electrician $1.20 to $1.42½; machinist, pyrometrist "A", $1.17½ to $1.35; painter, blacksmith, plumber, welder, saw filer, carpenter $1.15 to $1.32½; mechanic "B" $1.12½ to $1.30; substation operator, chief oiler $1.05 to $1.17½; pyrometrist "B", safety improver, saw grinder "A" $1.02½ to $1.15; oiler, chauffeur 97½ cents to $1.06; saw grinder "B", helper, driller 95 cents to $1.03½. Heating section (bi-weekly)—engineers, 2nd class $110 to $130, 3rd class $95 to $105, 4th class $85 to $90. With a few exceptions the above rates represent an increase from 5 to 7½ cents per hour.

WINDSOR, ONT.—CHRYSLER CORPORATION OF CANADA LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 195.

Agreement to be in effect from June 5, 1950, to June 4, 1952, and thereafter from year to year, subject to notice. The union shall be entitled to re-open this agreement after June 4, 1951, on economic matters only excepting with respect to pensions and insurance of a general character. The company recognizes the union as the sole collective bargaining agent for all eligible employees. There shall be no discrimination, intimidation, restraint or coercion because of membership or non-membership in the union.

Check-off: the parties agree to a compulsory check-off of all sums assessed from time to time by the union upon its members for general union purposes from the pay of all employees covered by the agreement, subject to certain provisions (modified Rand Formula).

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work in excess of above hours and for work on Sundays (except when part of regular shift); double time and one-half for work on 6 specified *paid holidays* (previous agreement provided for double time on 6 paid holidays).

Vacations with pay: the two parties will discuss whether the vacation period for a year shall be 1 or 2 weeks. Employees shall be granted 1 week's pay after 1 year's seniority, 1½ weeks' pay after 3 years' seniority and 2 weeks' pay after 5 years' seniority.

Wages: the company agrees to a wage increase of 6 cents per hour, provided that for the period of 5 years from June 4, 1950, no demand will be made by the union upon the company for the establishment of a pension retirement plan or for the assumption by the company of any portion of the cost of any such plan.*

Shift differential: the company will pay a 5 per cent premium for work by employees regularly employed on the second or third shift.

Welfare plans: effective not later than June 15, 1950, the company agrees to pay the present cost of the following items: (1) *life insurance* up to $3,000 with permanent total disability clause shall be continued in the same manner as before; (2) *sickness and accident insurance* up to $21 weekly benefit with a maximum benefit period of 26 weeks; (3) *Blue Cross Hospital-*

* See footnote on next page.

ization Plan on a semi-private basis for employees only; (4) *Windsor Medical Services Plan* for employees only.

Provision is made for *grievance procedure* and *seniority rights.*

CHATHAM, ONT.—CHRYSLER CORPORATION OF CANADA LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement to be in effect from June 22, 1950, to June 22, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between the company's Windsor plant and the union (Local 195), summarized above, with the following differences:—

Hours of work are 42 per week, 8 or 8½ per day.

Wages are increased by 11 cents per hour, effective June 18, 1950, as compared to 6 cents in the other agreement.*

Non-metallic Minerals and Chemicals

CHIPPAWA, ONT.—NORTON COMPANY AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 154.

Agreement to be in effect from May 21, 1950, to May 21, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: any employee who at the date of this agreement is, or who during the life of this agreement becomes, a member of the union shall, as a condition of employment, maintain his membership in good standing. All new employees shall, after 45 days' employment by the company, make application to the union and remain union members in good standing for the life of this agreement.

Check-off: the company agrees to deduct union dues monthly from the wages of all employees who were members of the union as of May 20, 1946, and, if so authorized, an initiation fee, not to exceed $3, from the pay of employees who became members after May 20, 1946.

Hours: for day shift workers—42 per week; the daily hours will be agreed upon between the company and the union committee. For shift workers—8 hours per day with a working week averaging 42 hours according to the agreed shift schedule. *Overtime:* time and one-half shall be paid for work beyond the regularly assigned working hours and double time for work on 8 specified *paid holidays.* An employee required to work 2 hours or more overtime after his normal quitting time shall be furnished a meal or $1 cash. For each 4 hours overtime, after the initial 2 hours, an additional meal or $1 cash will be given. Paid time to eat the meal furnished or to obtain food with the cash will be allowed.

Vacations with pay: after 1 year's continuous service 1 week, after 3 years' service (must include one year's continuous service) 2 weeks, after 20 years' service 3 weeks. One day leave of absence with pay will be granted an employee to attend the funeral of an immediate relative.

Wages: the minimum hiring rate for hourly-rated employees shall be $1.18 per hour, except in the case of apprentices, janitors, guards and watchmen; this represents an increase of 7 cents per hour over the previous rates. When replacing male employees with female employees the principle of equal pay for equal work shall prevail.

Shift-differential: 5 cents per hour extra will be paid for work on afternoon shift and 7 cents per hour extra for work on night shift.

Pension: the contributory pension plan and an improved supplementary plan will continue in effect for the term of this agreement.

Sickness and Accident Insurance: the present group insurance plans will be changed as follows in so far as they affect active employees as of June 1, 1950: (*a*) life insurance policies for $1,000 will be increased to $1,500 and total and permanent disability benefits will be added to the policies of all active employees; (*b*) the daily hospital benefit will be increased from $5 to $5.50 and special hospital services benefits from $50 to $55.

Provision is made for *seniority rights* and *grievance procedure.*

Construction

TORONTO, ONT.—TORONTO PLASTERING CONTRACTORS' ASSOCIATION AND OPERATIVE PLASTERERS AND CEMENT FINISHERS INTERNATIONAL ASSOCIATION, LOCAL 48.

Agreement to be in effect from May 1, 1950, to April 30, 1952; should either party desire to change or terminate this agreement notice to that effect shall be given on or before December 31, 1951.

Union security: the employers agree to employ only union members; the union shall give preference in supplying men to employers who are party to this agreement. The production of a working membership card or a signed permit from the union shall be accepted as a guarantee of membership; the union, however, reserves the right to withhold the granting of any permit when less than 50 per cent of its entire membership are employed. Where a firm or company comprise more than 2 members, only 2 of such number shall be recognized as employers working with the tools at the trade.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work after the regular working hours up to 10 p.m., double time thereafter and for work on Saturdays, Sundays and all statutory holidays; work on such days shall be done only in cases of emergency and on receipt of permit from the union to do so. Under no circumstances shall members of the union work on Labour Day.

Vacations with pay rates shall be 4 per cent of weekly earnings.

Minimum hourly wage rate for plastering of any description shall be $2. When 8 or more plasterers are employed there shall be a superannuated man employed at a rate to be agreed upon between the employer and the employee, but in any event not less than 60 per cent of the regular wage rate.

Provision is made for transportation to and from *out-of-town jobs* and for *settling disputes.*

* Newspaper reports indicate that, effective September 10, employees were granted additional wage increases amounting to 8 cents an hour for production workers and 11 cents for skilled trades (L.G. Nov., 1950, p. 1787).

TORONTO, ONT.—THE CONTRACTING PLASTERERS' ASSOCIATION OF TORONTO AND THE PLASTERERS LABOURERS' UNION, LOCAL 781.

Agreement to be in effect from September 25, 1950, to April 30, 1952, and thereafter from year to year, subject to notice.

Union security: the employers agree to employ only members of the union; the union must give preference in supplying men to employers party to this agreement. If the union is unable to supply men, the contractor shall have the right to employ emergency men who must first obtain permits from the union and then join the union.

Check-off: employers will accept orders for union and initiation dues when signed by the members affected.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of the regular hours; straight time for work on Saturday morning and time and one-half on Saturday afternoon when not attending plasterers and lathers; double time on Saturdays and Sundays if working with plasterers or lathers.

Vacation pay shall be paid at the rate of 4 per cent of total weekly earnings.

Minimum hourly wage rate for plasterers' and lathers' labourers $1.35, retroactive to May 1, 1950, and effective to April 30, 1951 (an increase of 5 cents over previous rates); from May 1, 1951, to April 30, 1952, the rate shall be $1.40.

Provision is made for the *settling of disputes.*

KITCHENER AND WATERLOO, ONT.—CERTAIN CONTRACTORS AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1940.

Agreement to be in effect from May 15, 1950, to April 30, 1951, and thereafter from year to year, subject to 90 days' notice.

Union security: the employers agree to employ as carpenters only members of the union so long as the union is able to furnish them.

Hours: 9 per day Monday through Friday, a 45-hour week. When more than one shift is required the second and third shifts shall be given 9 hours' pay for 8 hours' work. No workman shall be allowed to work more than one shift in 24 hours except at overtime rates. *Overtime:* time and one-half for work in excess of the regular working hours, double time for work on Sundays and 7 specified holidays.

Vacation pay will be at the rate of 4 per cent of earnings.

Minimum hourly wage rate—$1.25, an increase of 5 cents over the previous rates.

Apprentices shall be governed by the Ontario Apprenticeship Act.

Provision is made for *grievance procedure.*

LONDON, ONT.—NATIONAL ASSOCIATION OF MASTER PLUMBERS AND HEATING CONTRACTORS OF CANADA (ONTARIO BRANCH) LONDON AND THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 593.

Agreement to be in effect from May 1, 1950, to May 31, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: employers shall give preference in employment to union members or men willing and eligible to become members. Union members likewise agree to give preference to shops which are parties to this agreement.

Hours: 8 per day Monday to Friday, a 40-hour week. If shift work becomes necessary, a shift commencing at 8 a.m. shall work the regular 8 hours for 8 hours' pay; a shift commencing any time between 9 a.m. and 7 p.m. shall work 7 hours for 8 hours' pay; a shift commencing any time between 8 p.m. and 2 a.m. shall work 6 hours for 8 hours' pay; no employee shall work more than one shift in any 24-hour period under these conditions. *Overtime:* double time shall be paid for all overtime and for work on Saturdays, Sundays and 8 specified holidays.

Hourly wage rates: for journeymen $1.65, an increase of 10 cents over previous rates; for apprentices: 1st year 30 per cent of journeyman's rate, 2nd year 40 per cent, 3rd year 50 per cent, 4th year 70 per cent and 5th year 85 per cent. On completion of their full term of apprenticeship with one employer all plumbing apprentices will be provided with a complete kit of tools as his own personal property. *Vacations* with pay rates shall be 4 per cent of wages, the same to be additional to above hourly rates. Vacation period shall be mutually agreed upon between employer and employee.

Out-of-town work: employees required on out-of-town work shall have their fare and board paid and time spent travelling to and from such work shall be paid for at single time, but only up to 5 p.m.; if travelling at night a sleeper is to be provided. Employees shall be provided with transportation to and from their home city as follows: one trip per month on jobs 200 miles distant and one trip every 2 months on jobs over 200 miles from home.

Provision is made for the *adjustment of disputes and grievances.*

Service

Professional

TORONTO, ONT.—THE GOVERNORS OF THE UNIVERSITY OF TORONTO AND BUILDING SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 204.

Agreement entered into June 15, 1950. The employer recognizes the union as the exclusive collective bargaining agent for all eligible employees. There will be no discrimination, interference, restraint, coercion or intimidation by the employer or the union because of membership or non-membership in the union.

Check-off: the employer agrees to deduct monthly from the pay of all employees, who so authorize, union dues and remit same to the union; the authorization may be cancelled at any time.

Hours: 48 per week. *Overtime:* time and one-half for all work in excess of 48 hours per week except in the case of caretakers and trades helpers whose existing overtime arrangements will be continued; double time for work on 8 specified holidays.

Vacations with pay: full time employees will be granted one week after 1 year's continuous service, 2 weeks after 2 years' continuous service; sessional employees will be given a vacation pay allowance on the

following basis: up to 24 months' service 2 per cent and after 24 months' service 4 per cent of their total sessional earnings.

Sick leave: employees with 6 months' continuous service shall be granted 7 days sick leave with pay and employees with 12 months or more 14 days. Commencing June 1, 1950, the unused portion of sick leave with pay in any one year may accumulate up to a maximum of 2 months.

Hourly wage rates, retroactive to March 11, 1950: female cleaners, day 69 cents, shift 74 cents; male cleaners, day 88 cents, shift 93 cents; groundsmen, guards, watchmen, firemen and trimmers 90 cents; truck drivers 94 cents, trades helpers $1.14; caretakers and maids—existing rates to be increased not less than $183 per annum and $10 per month, respectively. A premium of 15 cents per hour will be paid to groundsmen while employed on cement finishing or plaster or brick repair work.

Provision is made for *seniority rights* and *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of six others. In addition to those summarized below, they include: the amendment of the agreements for barbers at Montreal and for the fine glove industry in the province published in the *Quebec Official Gazette* issue of October 28.

A request for the amendment of the agreement for retail stores at Farnham was published in the issue of October 21; another request for the amendment of the agreement for the building trades at Montreal was gazetted October 28. Requests for the amendment of the agreements for the building trades at Montreal, for the men's and boys' hat and cap industry in the province and for barbers and hairdressers at St. Hyacinthe were gazetted November 4. Requests for the amendment of the agreements for the mechanical construction and repair industry, and for hospitals and charitable institutions at Quebec, and for the sheet metal fabricating industry at Montreal were gazetted November 11, and requests for the amendment of the agreements for retail stores at Farnham and barbers and hairdressers at Three Rivers in the issue of November 18.

Orders in Council were also published amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Vegetable Foods

BAKERS AND BAKERY SALESMEN, QUEBEC.

An Order in Council, dated October 19, and gazetted October 28, makes obligatory the terms of a new agreement between "L'Association des Patrons-Boulangers de Québec et District, Inc." and "Le Syndicat de l'Industrie de la Boulangerie, Pâtisserie et Biscuiterie Inc.", Québec. Agreement to be in effect from October 28, 1950, to October 27, 1951, and thereafter from year to year, subject to notice. It applies to all employees working in bakeries, pastry-shops or biscuit-shops turning out products for commercial purposes, as well as salesmen, salesmen's helpers and delivery men.

Territorial jurisdiction comprises the city of Quebec, the City of Lévis, and within a radius of 35 miles from their limits.

Hours: 54 hours per week (work to be performed every day except Sunday); journeymen, helpers and apprentices (bakers) of the night shift will work a 50-hour week. (Previously employees worked 57 hours per week.)

Overtime is payable at the rate of time and one-half for all work performed in excess of the standard hours per week and for work on Sundays and specified holidays. When certain specified holidays occur during a work week the standard work week will be reduced by 9 hours.

Minimum weekly wage rates in bread bakeries: in establishments with more than 6 employees—head journeyman-baker or assistant foreman $41 per week; in establishments with 6 employees or less—head journeyman-baker or assistant foreman $38. Rates for other classifications: doughmaker, leaven man $36, oven man $35, weigher, panner and journeyman-baker $34, helpers $28, apprentices from $18 in the first year to $24 during the third year. Occasional journeyman bakers will be paid $6 for a standard work day. (In the previous agreement a journeyman-baker in any bakery was paid $28.50 per week.)

Minimum weekly wage rates in pastry and biscuit-shops: in establishments with more than 6 employees—head journeyman pastry-cook, departmental head or assistant foreman $41; in establishments with 6 employees or less—head journeyman pastry-cook, departmental head or assistant foreman $38; male and female employees producing cakes or pastries of all kinds—20 per cent are to

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by an agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

be paid a minimum of $27 per week, 40 per cent a minimum of $22 and the remaining 40 per cent a minimum of $16. (In the previous agreement 40 per cent were paid a minimum of $23, an additional 40 per cent a minimum of $17.50 and the remaining 20 per cent a minimum of $12.50 per week.) Minimum wage rates for those male and female employees engaged in packing, wrapping, orders and sampling, and all other employees including those employed in either wholesale or retail stores pertaining to this industry, 20 per cent are to be paid a minimum of $18 per week, 40 per cent a minimum of $16, and the remaining 40 per cent a minimum of $14. (The previous agreement provided for rates ranging from $12.50 in the first 6 months, $13.50 in the second 6 months and $15 thereafter.)

Minimum weekly wage rates in the delivery department and for maintenance employees: salesmen $22, salesmen's helpers $16, delivery men $22. (The above rates represent increases ranging from $3 to $6 higher than those formerly in effect.) Maintenance men (watchmen, yardmen, stable men, general workers, etc.) $25, helpers $16 per week are added classifications.

Vacation: one week wtih pay after one year of continuous service with the same employer; one-half day with pay for every month to those with less than one year's service. Employees are entitled to 30 days of absence for illness or other justifiable reasons without loss of vacation rights. (Vacation provisions are similar to those previously in effect.)

General provisions governing apprenticeship regulations and board and lodging are included in this agreement.

Construction

Building Trades, St. Jérôme.

An Order in Council, dated October 26, and gazetted November 4, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680, Nov., p. 1905).

Overtime for job watchmen (night and day) will be paid at the rate of 75 cents per hour for all work performed in excess of the weekly maximum of 72 hours.

Building Trades, Hull.

An Order in Council, dated November 8, and gazetted November 18, extends the term of the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905) to March 12, 1951.

Building Trades, St. Hyacinthe.

An Order in Council, dated November 8, and gazetted November 18, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679, Dec., p. 2067, and previous issues).

Minimum hourly wage rates: certain classifications have been revised and their rates are as follows: layer of imitation stone and brick or of similar cement products (on the job) $1.15 in zone I, 95 cents in zone II, natural or artificial stone cutter (on the job) $1.15 in zone 1, 90 cents in zone II. (The rates shown above are from 5 to 10 cents per hour higher than those formerly in effect for the classifications artificial stone layer and stone cutter, on the job.) Stucco layer $1.15 in zone I, 95 cents in zone II and helpers to the above trades 75 cents in zone I, 65 cents in zone II are new classifications which have been added to the schedule of minimum rates for this industry.

Trade

Retail Stores, Quebec.

An Order in Council, dated October 26, and gazetted October 28, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 629, June, p. 783, July, p. 930; June, 1949, p. 736 and previous issues).

Minimum weekly and hourly wage rates: departmental manager—(male) $55, (female) $43 if annual turnover is $100,000; (male) $50, (female) $37 if annual turnover exceeds $50,000; (male) $45, (female) $32 if annual turnover is less than $50,000; head displayer $55; floor-walker $44; accountant $45, assistant-accountant (male) $32, (female) $25; collector (outside) $33; regular clerks and office employees (male) from $15 during the first year to $29 in the fifth year, after 5 years from $34 to $43 per week; (female) from $14 in the first year to $19.50 in the third year, after 3 years from $22 to $26 per week; supernumerary employees (male) 48 cents per hour, (female) 31 cents per hour, extra employees (male) 58 cents, (female) 38 cents per hour; displayers (male)—after 5 years from $39 to $49 per week; delivery men $37, delivery men's helpers (under 21 years of age) from $15 in the first year to $29 in the fifth year, delivery men's helpers (21 years and over) $31; messenger $14, errand boy $12; shop personnel—tailors and dress-makers (male) after 5 years of experience from $32 to $40; milliners-seamstress (female) after 3 years of experience from $22 to $27; apprentice tailors or dress-makers (male) from $15 during the first year to $27 during the fifth year, apprentice milliners—seamstress (female) from $14 in the first year to $19.50 in the third year; tradesmen $41, trades apprentices from $15 in the first year to $24.50 in the fourth year, trades apprentices who have not qualified as journeymen after the fourth year will be paid the rate of a general work employee; rates for apprentice clockmakers or jewellery trades from $10 per week in the first 6 months to $22 in the fourth year remain unchanged; general work employee (under 21 years of age) from $15 during the first year to $29 in the fifth year, (21 years of age and over) $31, general employees working outside regular hours will be paid 70 cents per hour; charwomen (working 48 hours per week, day or night) $20, charwomen (working less than 35 hours per week) 45 cents per hour; elevator operator (45 hours per week) $16 per week; restaurant employees—(female) from $16.50 to $20.75; (male) from $19.25 to $28.75 per week. (The rates shown above represent increases where not otherwise stated, ranging from $1 to $5 per week over those formerly in effect.) The rates for night watchmen (watch only) which were increased from $25 to $27 per week and those rates for watchmen (doing general work) which were increased from $30 to $32.50, March 26, 1949, are further increased from $27 to $30 and from $32.50 to $36.50 respectively.

Industrial Standards Acts, Etc.

Schedule of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta.

Recent proceedings under the Industrial Standards Acts, etc. include two schedules made binding for the first time, two new schedules, and the amendment of one other, all summarized below.

ONTARIO

Construction

CARPENTERS, BELLEVILLE.

An Order in Council, dated October 5, and gazetted October 21, makes binding the terms of a new schedule for carpenters at Belleville, to be in effect from October 31, 1950, during pleasure.

Hours: 8 per day, Monday through Friday, a 40-hour week. (A reduction of 4 hours per week from those formerly in effect.) Work that cannot be performed during regular daily working hours may be done at night if an employee does not work in excess of 8 hours, this work to be known as *night work.*

Overtime is payable at time and one-half unless the advisory committee issues a special permit authorizing the performance of the work at a lower rate. Double time on Saturdays, Sundays and 9 specified holidays. (Previously on Saturday overtime was payable at the rate of time and one-half after 12 noon.) One hour of overtime work may be done immediately following the working period of a regular work-day without permission of the advisory committee.

Minimum wage rate is increased from $1.25 to $1.40 per hour for work done during regular day periods and from $1.25 to $2.10 per hour for *night work.* The advisory committee may fix a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, BELLEVILLE.

An Order in Council, dated October 5, and gazetted October 21, makes binding the terms of a first schedule for electrical construction and repair workers at Belleville, to be in effect from October 31, 1950, during pleasure.

Hours: 8 per day, 4 on Saturday, a 44-hour week. Where work is carried on in 2 or more shifts, an employee will be deemed to be employed during a regular working-day where the employee does not work more than 8 hours in any 24-hour period. Only one shift will be known as a day-shift.

Overtime: time and one-half for work done during the one-half hour period immediately following the working period of a regular working day; double time for all other overtime work. No overtime work shall be performed without a permit from the advisory committee (with the exception of the one-half hour period shown above). Except in cases of extreme necessity where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein, no permit will be issued for work to be done on Saturday after 12 noon, or on Sundays and 6 specified holidays.

Minimum hourly wage rate: $1.25 per hour during regular working periods. Employees on *night shift* will be entitled to 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for those employees who are handicapped.

PLUMBERS, OTTAWA.

An Order in Council, dated October 12, and gazetted October 28, makes binding the terms of a new schedule for the plumbing and heating industry at Ottawa, to be in effect from November 7, 1950, during pleasure.

Hours remain unchanged at 8 per day, 40 per week.

Overtime: time and one-half for work from 5 p.m. to 12 midnight, Monday to Friday inclusive and from 8 a.m. to 12 noon Saturday; double time for all other overtime and for work on Sundays and 8 specified holidays except that one hour's overtime at regular rates may be added to any regular working day to complete a repair job. (Overtime provisions are similar to those formerly in effect.)

Minimum hourly wage rates are increased from $1.25 (L.G., Oct., 1947, p. 1476) to $1.70 per hour. Men working on *night shifts* will be paid 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum wage rate for those employees who are handicapped.

ALBERTA

Manufacturing

Metal Products

GARAGES AND SERVICE STATIONS, EDMONTON.

An Order in Council, dated September 11, and gazetted September 30, amends the previous Order in Council for this industry (L.G., Dec., 1946, p. 1779).

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* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provision of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, April, 1950, page 518.

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Hours remain unchanged at 8½ per day, 46½ per week; the regular shift for gas pump attendants and/or front end men shall be 8½ hours distributed between 7 a.m. and 7 p.m., except on one day each week when the regular shift will be 4 hours; in garages and service stations permitted to give 24-hour service the regular working shifts will be 8½ hours, except on one day a week when the hours shall not exceed 4, and may be worked at any time during the 24-hour period. One day in lieu of regular shift work on Sundays and/or statutory holidays to be given within ensuing 7 days.

Overtime rate remains unchanged at time and one-half. However, front end men, floor service men, night watchmen, storage attendants and/or gas service men working on their regular shifts on Sundays and/or statutory holidays will receive a day in lieu thereof within the ensuing 7 days. If employer is unable to grant a day in lieu thereof within 7 days he may, subject to permission from the advisory committee and approval by Board of Industrial Relations, pay the employee concerned at the rate of time and one-half for the hours so worked or on duty.

Minimum hourly wage rates for mechanics are increased from $1 to $1.25 for class AA, from 95 cents to $1.15 for class A1, from 90 cents to $1.05 for class A and from 85 cents to $1 per hour for class B. Rates for washmen and greasemen 65 cents per hour remain unchanged. As previously in effect non-mechanical employees, permitted to do washing and/or greasing, provided such work does not take more than one-half their total time, are to receive not less than the minimum wage established by an Order pursuant to the male Minimum Wage Act.

Construction

Carpenters, Medicine Hat.

An Order in Council, dated October 16, and gazetted October 31, makes binding the terms of a first schedule for carpenters at Medicine Hat, to be in effect from November 10, 1950, for a period of 12 months, or thereafter, during pleasure.

Hours: 8 per day, Monday through Friday, 40 hours per week. *Night shift* will consist of 7 hours worked between 5 p.m. and 8 a.m. *Extra shifts* in a 24-hour period shall not exceed 8 hours and the starting time of such shifts must be between 8 a.m. and 4 p.m. Extra shifts will only be worked when same will continue for at least 3 consecutive nights and must be run in addition to the regular day shift.

Overtime: time and one-half for the first 4 hours worked in excess of regular hours; double time for all other hours worked and for work done on Sundays and 9 specified holidays. No work on Labour Day except where safety to life or property makes it necessary. Overtime rates will apply to *extra shifts* where not worked for 3 consecutive nights.

Minimum hourly wage rates: journeymen carpenters $1.40, carpenters (in charge of work) 10 cents per hour over journeymen's rate. Employees called to work shall receive a minimum of 2 hours' pay. *Night shift* employees to receive 8 hours' pay for 7 hours' work.

Apprentices will be governed in accordance with The Alberta Government Apprenticeship Act and Regulations.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During October

(1) ***Works of Construction, Remodelling, Repair or Demolition.***

During the month of October the Department of Labour prepared 137 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 167 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are *"minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) ***Contracts for the Manufacture of Supplies and Equipment.***

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . .	10,069	$16,465,723.73
Post Office.	18	82,103.66
Public Works. . . .	1	3,573.00
RCMP.	9	337,045.00

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CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
		Department of Agriculture		
Tulameen, B.C.	Construction of a rock filled crib dam in Otter Creek	Eric Larsen, Ltd., North Kamloops, B.C.	$ 9,352 70	April 22, 1950
		Canadian Commercial Corporation		
Summerside, P.E.I.	Exterior painting of miscellaneous buildings, R.C.A.F. Station	Salsman & Sons, Ltd., Halifax, N.S.	10,855 00	Oct. 27, 1950
Dartmouth, N.S.	Erection of mezzanine steel frame in hangar Z.1, R.C.N. Air Station.	Robb Engineering Works, Ltd., Amherst, N.S.	19,485 00	July 26, 1950
Dartmouth, N.S.	Repairs to north jetty, H.M.C.S. "Shearwater"	Walker & Hall, Ltd., Halifax, N.S.	10,905 50	Oct. 31, 1950
Debert, N.S.	Repairs to roads, 16X Depot, R.C.A.F. Station	Municipal Spraying & Contracting, Ltd., Halifax, N.S.	9,807 50	Oct. 25, 1950
Chatham, N.B.	Exterior painting of buildings, R.C.A.F. Station	Dougall Painting Contracting Co., Ltd., Toronto, Ont.	19,300 00	Nov. 2, 1950
McGivney, N.B.	Installation of oil burning equipment	Moncton Plumbing & Supply Co., Ltd., Moncton, N.B.	16,375 00	Oct. 25, 1950
Sussex, N.B.	Repairs to foundations of buildings Nos. K-13 and K-17, Military Camp.	Irvine T. Long, Sussex, N.B.	4,950 00	June 8, 1950
Sussex, N.B.	Repairs to brickwork, rear wall, Armoury	John Flood & Sons, Ltd., Saint John, N.B.	6,525 00	Nov. 2, 1950
Lachine, P.Q.	Re-location of sleeve type expansion joints and steam distribution system, R.C.A.F. Station.	Reid & Cambridge, Ltd., Westmount, P.Q.	4,504 00	Aug. 21, 1950
McCarthy, P.Q.	Construction of a radio station, R.C.A.F. site	Pentagon Construction Co., Ltd., Montreal, P.Q.	1,220,000 00	Sept. 29, 1950
St. Hubert, P.Q.	Rehabilitation of buildings Nos. 3, 4, 5, 6 and 7, R.C.A.F. Station.	E. R. Casey Construction Co., Ltd., Montreal, P.Q.	49,450 00	Oct. 14, 1950
St. Hubert, P.Q.	Replacement of asphalt shingles with asbestos siding, R.C.A.F. Station.	Delphis Cote, Ltd., Montreal, P.Q.	13,700 00	July 28, 1950
St. Hubert, P.Q.	Construction of a 180 man barrack block, R.C.A.F. Station	Fortin & Lamothe, Ville St. Joseph, P.Q.	370,500 00	Nov. 2, 1950
St. Hyacinthe, P.Q.	Re-wiring and re-lighting, Armoury	Standard Electric Co. Inc., Montreal, P.Q.	11,950 00	Nov. 2, 1950
Senneterre, P.Q.	Construction of a radio station, R.C.A.F. site	Belmont Construction Co., Ltd., Westmount, P.Q.	1,220,000 00	Sept. 29, 1950
Valcartier, P.Q.	Construction of reinforced concrete stop butt (D.R.B.) C.A. R.D.E.	J. E. Cote, Shawinigan Falls, P.Q.	18,125 00	Oct. 27, 1950
Barriefield, Ont.	Landscaping 50 married quarters at Military Camp	Harry Le Comte, Kingston, Ont.	11,000 00	Nov. 1, 1950
Camp Borden, Ont.	Re-roofing and re-siding various wings, Group T-60 and T-63.	Beavis Bros. Ltd., Toronto, Ont.	5,086 00	June 21 1950
Clinton, Ont.	Repairs to roads, R.C.A.F. Station	Johnson Bros. Co., Ltd., Brantford, Ont.	18,915 00	Aug. 25, 1950
Falconbridge, Ont.	Construction of a radio station, R.C.A.F. site	A. W. Robertson, Ltd., Toronto, Ont.	1,220,000 00	Sept. 29, 1950
Manotick, Ont.	Erection of watchmen type fencing, R.C.A.F. Transmitter site.	G. E. McLean, Manotick, Ont.	7,290 60	Nov. 2, 1950
Rockcliffe, Ont.	Repairs to five buildings, R.C.A.F. Station	F. E. Cummings Construction Co., Ltd., Ottawa, Ont.	24,821 50	Oct. 26, 1950
Rockcliffe, Ont.	Rehabilitation of airmen's mess Building No. 133	M. J. Sulpher & Sons, Ltd., Ottawa, Ont.	106,572 85	Nov. 3, 1950
Trenton, Ont.	Repair of hangar roofs, R.C.A.F. Station, 6 RD	Cobourg Flooring & Roofing Co., Cobourg, Ont.	42,310 00	Nov. 2, 1950
Trenton, Ont.	Exterior and interior painting, 34 pre-war airmen's married quarters at R.C.A.F. Station.	J. W. Bavington, Ltd., Toronto, Ont.	20,929 00	Nov. 4, 1950
Weston, Ont.	Paving of roads, No. 1 Supply Depot, R.C.A.F. Station	Standard Paving, Ltd., Toronto, Ont.	22,761 90	Oct. 31, 1950
Camp Shilo, Man.	Construction of a 40 vehicle garage at Military Camp	Bird Construction Co., Ltd., Winnipeg, Man.	141,227 00	Nov. 4, 1950
Winnipeg, Man.	Interior painting of various buildings, R.C.A.F. Station	Carlson Decorating Co., Winnipeg, Man.	14,880 00	Oct. 30, 1950
Saskatoon, Sask.	Repairs to roofs, drill hall and hangars, No. 9406 Auxiliary Squadron, R.C.A.F. Station.	Westeel Products, Ltd., Saskatoon, Sask.	29,200 00	June 23, 1950
Edmonton, Alta.	Repairs to roof of hangar No. 35, R.C.A.F. Station	McCready Johannson, Ltd., Edmonton, Alta.	18,882 00	Nov. 7, 1950
Suffield, Alta.	Interior painting of buildings, Experimental Station	William Sigalet & Co., Ltd., Calgary, Alta.	6,980 00	Nov. 6. 1950
Wainwright, Alta.	Construction of a R.C.A.S.C. Supply Depot	Northern Asbetsos & Building Supplies, Ltd., Calgary, Alta.	96,920 00	Nov. 6, 1950
Chilliwack, B.C.	Insulation of six buildings, R.C.S.M.E.	Valley Lumber Yards, Ltd., New Westminster, B.C.	5,865 00	Oct. 27, 1950

Esquimalt, B.C.	Painting building No. 192, H.M.C. Dockyard	Seaboard Advertising Co., Ltd., Vancouver, B.C.	5,192 00	Nov. 7, 1950
Esquimalt, B.C.	Paving of roads, H.M.C.S., Royal Roads	Victoria Paving Co., Ltd., Victoria, B.C.	19,628 05	Oct. 25, 1950
Prince Rupert, B.C.	Constructin of an antenna tuning house, Port Edward	Mitchell & Currie, Ltd., Prince Rupert, B.C.	8,987 00	March 17, 1950
Victoria, B.C.	Paving of parade square, Macaulay Fort	Victoria Paving Co., Ltd., Victoria, B.C.	8,281 30	Oct. 16, 1950
Victoria, B.C.	Construction of bolier room, Block 31, Work Point Barracks	J. A. Pollard Construction, Victoria, B.C.	5,216 00	Oct. 24, 1950
Victoria, B.C.	Re-surfacing of roads, Work Point Barracks	Victoria Paving Co., Ltd., Victoria, B.C.	3,813 04	July 3, 1950
Vancouver, B.C.	Construction of a radio station, R.C.A.F. site	Marwell Construction Co., Ltd., Vancouver, B.C.	1,800,000 00	Oct. 13, 1950

Central Mortgage and Housing Corporation

Summerside, P.E.I.	Landscaping	Rosehall Nurseries, Ltd., Brantford, Ont.	24,900 00	*
New Glasgow, N.S.	Installation of wood on culverts	Cameron Contracting, Ltd., New Glasgow, N.S.	1,176 00	*
Moncton, N.B.	Sub-grading of 140 lots	Frank Matthews, Moncton, N.B.	3,500 00	*
Moncton, N.B.	Spreading of fill	Frank Matthews, Moncton, N.B.	2,400 00	*
Bagotville, P.Q.	Construction of 220 houses	G. Archambault, Ltd., Montreal, P.Q.	1,575,767 00	Sept. 20, 1950
Montreal, P.Q.	Landscaping and driveways	Louis Perron Reg'd., St. Laurent, P.Q.	10,450 61	*
Rouyn, P.Q.	Landscaping 30 houses	Arthur Guertin, Rouyn, P.Q.	1,250 00	*
St. Hubert, P.Q.	Rental of bulldozer and supplying fill	Desourdy Construction, Ltd., Cowansville, P.Q.	1,360 70	*
St. Hubert, P.Q.	Construction of asphalt sidewalks	Hoolahan Construction Co., Montreal, P.Q.	5,800 00	Sept. 20, 1950
Ajax, Ont.	Survey	J. M. Leitch, Cooksville, Ont.	1,700 00	*
Ajax, Ont.	Construction of shopping centre	Moir Construction Co., Ltd., St. Catharines, Ont.	187,630 00	Aug. 28, 1950
Barriefield, Ont.	Installation of power distribution system	Stanley G. Brookes, Ltd., Ottawa, Ont.	41,9000 0	Sept. 21, 1950
Brantford, Ont.	Landscaping and driveways	Hugh McCracken, Brantford, Ont.	4,000 00	*
Brantford, Ont.	Installation of front combination doors	E.P.A. Construction Co., London, Ont.	2,575 00	*
Brantford, Ont.	Elimination of deficiencies	E.P.A. Construction Co., London, Ont.	4,373 20	*
Brockville, Ont.	Landscaping	R. D. MacKay, Malton, Ont.	9,326 00	*
Camp Borden, Ont.	Landscaping and driveways—240 houses	Thos. G. Wilcox & Sons, Ltd., Midland, Ont.	69,495 00	*
Camp Borden, Ont.	Landscaping and construction of paths and walks	Thos. G. Wilcox & Sons, Ltd., Midland, Ont.	25,509 20	*
Chesley, Ont.	Elimination of deficiencies	John Watson, Owen Sound, Ont.	1,304 00	*
Collingwood, Ont.	Fill and bulldozing	J. J. Cooper, Collingwood, Ont.	1,085 00	*
Collingwood, Ont.	Elimination of deficiencies	Fred Hunt, Collingwood, Ont.	1,475 00	*
Danforth Court, Ont.	Grading	A. J. Johnson, Toronto, Ont.	646 80	*
Deep River, Ont.	Construction of power distribution system	Kosmack & Price, Ltd., Kirkland Lake, Ont.	11,992 00	Oct. 4, 1950
Dundas, Ont.	Asbestos shingling	Wosney & Koproski, Dundas, Ont.	2,149 00	*
Fergus, Ont.	Elimination of deficiencies	E.P.A. Construction Co., London, Ont.	2,716 75	*
Gloucester, Ont.	Landscaping and driveways	Thompson-Jones & Co., Toronto, Ont.	2,702 95	*
Guelph, Ont.	Elimination of deficiencies	E.P.A. Construction Co., London, Ont.	3,080 35	*
Guelph, Ont.	Installation of front combination doors	E.P.A. Construction Co., London, Ont.	1,975 00	*
Hamilton, Ont.	Painting, glazing, fitting, hardware, etc., Project No. 14	Wilf. Malstrom, Hamilton, Ont.	6,300 00	Oct. 30, 1950
Hespler, Ont.	Elimination of deficiencies	E.P.A. Construction Co., London, Ont.	1,593 25	*
Niagara Falls, Ont.	Raising 16 houses and laying one course of bricks	Moir Construction Co., Ltd., St. Catharines, Ont.	1,966 00	*
Orillia, Ont.	Extra claim for narrow width sheathing	J. Maguire Contracting Co., Ltd., Toronto, Ont.	1,801 05	*
Owen Sound, Ont.	Elimination of deficiencies	John Watson, Owen Sound, Ont.	1,160 45	*
Petawawa, Ont.	Landscaping and installation of asphalt sidewalks	W. E. Baker, Brantford, Ont.	43,212 00	*
Petawawa, Ont.	Construction of asphalt type roads	H. J. McFarland Construction Co., Ltd., Picton, Ont.	17,659 00	June 30, 1950
Peterborough, Ont.	Landscaping 60 houses	Rosehall Nurseries, Ltd., Brantford, Ont.	10,984 00	*
Picton, Ont.	Construction of base course, roads and drives	H. J. McFarland Construction Co., Ltd., Picton, Ont.	11,051 40	Sept. 8, 1950
Port Hope, Ont.	Elimination of deficiencies	George F. Turner, Cobourg, Ont.	1,368 75	*
Port Hope, Ont.	Extra work (General)	George F. Turner, Cobourg, Ont.	1,368 75	*
Rockcliffe, Ont.	Excavating and disposing surplus material on service roads and ditches.	Dibblee Construction Co., Ltd., Ottawa, Ont.	16,000 00	July 12, 1950
Rockcliffe, Ont.	Landscaping and pathways—124 houses	Thompson-Jones & Co., Toronto, Ont.	36,824 00	*
Rockcliffe, Ont.	Construction of power distribution system	Stanley G. Brookes, Ltd., Ottawa, Ont.	49,900 00	Sept. 21, 1950
Rockcliffe, Ont.	Caulking of windows and doors	Beavis Bros., Ltd., Toronto, Ont.	1,853 70	*
Trenton, Ont.	Sub-grading front of lots	Rosehall Nurseries, Ltd., Brantford, Ont.	2,116 00	*

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Trenton, Ont.	Sub-grading of backyard areas	Rosehall Nurseries, Ltd., Brantford, Ont.	$ 3,155 00	*
Trenton, Ont.	Landscaping and pathways for 60 houses	H. H. Sutton, Toronto, Ont.	23,555 00	*
Trenton, Ont.	Construction of trunk sewer and grit chamber	H. J. McFarland Construction Co., Ltd., Picton, Ont.	14,059 40	Sept. 19, 1950
Trenton, Ont.	Installation of wooden culverts	Cameron Contracting, Ltd., New Glasgow, N.S.	1,056 00	*
Waterloo, Ont.	Elimination of deficiencies	E.P.A. Construction Co., London, Ont.	3,428 80	*
Welland, Ont.	Installation of 26 sewer and water laterals	City of Welland, Welland, Ont.	2,047 50	*
Windsor, Ont.	Elimination of deficiencies	Bruce DeSanti Contracting Co., Windsor, Ont.	4,453 50	*
Windsor, Ont.	Elimination of deficiencies	Bruce DeSanti Contracting Co., Windsor, Ont.	4,084 60	*
Windsor, Ont.	Caulking aluminum windows and door frames	Bruce DeSanti Contracting Co., Windsor, Ont.	2,430 75	*
Rivers, Man.	Construction of roads, drives, and paths	Claydon Co., Ltd., Winnipeg, Man.	47,513 50	July 10, 1950
Winnipeg, Man.	Construction of roadways, driveways, walks and paths	J. S. Quinn Construction Co., Winnipeg, Man.	24,654 00	Oct. 4, 1950
Calgary, Alta.	Construction of roads, drives, paths and walks—Currie Barracks.	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	29,345 00	Sept. 28, 1950
Calgary, Alta.	Maintenance warehouse construction	T. S. Clover, Calgary, Alta.	3,853 00	*
Calgary, Alta.	Construction of roads, drives, paths and walks, Currie Field.	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	12,215 00	Sept. 21, 1950
Namao, Alta.	Construction of sewer and water mains	Sparling-Davis Co., Ltd., Edmonton, Alta.	127,265 38	Sept. 14, 1950
Boundary Bay, B.C.	Installation of sewer and water systems	G. W. Ledingham & Co., Ltd., Vancouver, B.C.	12,696 55	Aug. 14, 1950
Chilliwack, B.C.	Landscaping—placing of topsoil	Wm. M. Orr & Vancouver Associated Contractors, Vancouver, B.C.	3,418 50	*
Chilliwack, B.C.	Construction of 55 houses	Bennett & White Construction Co., Ltd., Vancouver, B.C.	408,182 00	Aug. 21, 1950
Chilliwack, B.C.	Installation of electrical distribution, street lighting, and fire alarm systems.	J. H. McRae Co., Ltd., Vancouver, B.C.	13,900 00	Sept. 21, 1950
Esquimalt, B.C.	Installation of electrical distribution, street lighting, and fire alarm systems, Macauley D.N.D. 2/50.	Hume & Rumble, Ltd., Vancouver, B.C.	2,100 00	*
Esquimalt, B.C.	Paving of streets and driveways, Canadian Services College	Williams & Carrothers, Ltd., Vancouver, B.C.	4,538 40	*
Esquimalt, B.C.	Paving of street and driveway, Dockyard	Williams & Carrothers, Ltd., Vancouver, B.C.	4,468 80	*
Esquimalt, B.C.	Paving of streets and driveways, H.M.C.S. "Naden"	Williams & Carrothers, Ltd., Vancouver, B.C.	5,416 60	Sept. 14, 1950
Esquimalt, B.C.	Construction of 15 houses, D.N.D. Macauley No. 2-50	George Farmer, Victoria, B.C.	125,613 00	Aug. 21, 1950
Kamloops, B.C.	Insulating 35 houses	Home Insulators and Roofers, Kamloops, B.C.	2,691 20	*
Sea Island, B.C.	Construction of 52 houses	Pyke & White Construction Co., Ltd., Vancouver, B.C.	451,064 00	Aug. 21, 1950
Sea Island, B.C.	Grading and paving of streets and drives	Williams & Carrothers, Ltd., Vancouver, B.C.	11,393 10	Sept. 22, 1950
Sea Island, B.C.	Paving of streets and driveways	Columbia Bitulithie, Ltd., Vancouver, B.C.	8,326 40	Sept. 22, 1950
Sea Island, B.C.	Installation of electrical distribution, street lighting, and fire alarm systems.	J.H. McRae Co., Ltd., Vancouver, B.C.	9,800 00	Sept. 28, 1950
Trail, B.C.	Installation of storm sashes and weather stripping	Marwell Construction Co., Ltd., Vancouver, B.C.	24,355 15	Sept. 20, 1950
Vancouver, B.C.	Moving and resiting dwelling	Pyke & White Construction Co., Ltd., Vancouver, B.C.	10,276 00	Aug. 31, 1950
Vancouver, B.C.	Installation of street lighting system	C. H. E. Williams Co., Ltd., Vancouver, B.C.	48,647 00	Sept. 16, 1950
Victoria, B.C.	Installation of electrical distribution, street lighting and fire alarm systems, Belmont Park.	J. H. McRae Co., Ltd., Vancouver, B.C.	78,290 00	Sept. 28, 1950

National Harbours Board

Halifax Harbour, N.S.	Paving extension to central roadway, Pier A	Standard Paving Maritime, Ltd., Halifax, N.S.	$ 7,296 00	Sept. 12, 1950
Vancouver Harbour, B.C.	Paving north end of Lapointe Pier	Dominion Construction Co., Ltd., Vancouver, B.C.	17,450 00	Sept. 12, 1950

Department of Public Works

Grand Bank, Nfld.	Reconstruction of harbour works (eastern breakwater)	Diamond Construction Co., Ltd., Fredericton, N.B.	144,305 00	July 21, 1950
Kenna's Hill, St. John's, Nfld.	Alterations to building No. 1 to living quarters for R.C.M.P.	Horwood Lumber Co., Ltd., St. John's, Nfld.	58,443 75	Sept. 15, 1950
Middle East Pubnico, N.S.	Wharf repairs and improvements	Mosher & Rawding, Liverpool, N.S.	10,328 00	Sept. 5, 1950
Nappan, N.S.	Erection of office and laboratory building, Dominion Experimental Farm.	Kenney Construction Co., Ltd., Yarmouth, N.S.	64,800 00	Sept. 8, 1950
Belliveau, N.B.	Wharf reconstruction	Comeau & Savoie Construction, Ltd.,Caraquet, N.B.	22,960 00	Aug. 3, 1950
Black River, N.B.	Wharf repairs	J. S Parker, Saint John, N.B.	17,928 00	Aug. 14, 1950
Cocagne Cape, N.B.	Harbour improvements	J. W. & J. Anderson, Ltd., Burnt Church, N.B.	56,461 50	Aug. 17, 1950
Green Point, N.B.	Breakwater repairs	Diamond Construction Co., Ltd., Fredericton, N.B.	59,698 00	Aug. 16, 1950
Moncton, N.B.	Additions and alterations to the Public Building	E. G. M. Cape & Co., Montreal, P.Q.	990,000 00	Sept. 25, 1950
Saint John (Courtenay Bay), N.B.	Breakwater repairs	Carleton Construction Co., Ltd., Saint John, N.B.	53,875 00	Aug. 22, 1950
Bagotville, P.Q.	Asphalt paving	Provincial Construction Co., Montreal, P.Q.	10,420 00	Sept. 27, 1950
Montreal, P.Q.	Additional ventilation, 3rd and 4th floors, also penthouse additions, Pascal Building, Craig and Bleury Streets.	Wilfrid D. St. Cyr, Hull, P.Q.	31,100 00	Oct. 5, 1950
Petite Riviere, St. Francois, P.Q.	Wharf repairs and improvements	J. S, Audet, Baie St. Paul, P.Q.	24,478 75	June 30, 1950
Ste. Anne de la Pocatiere, P.Q.	Construction of an office and laboratory building, Dominion Experimental Station.	Ivanhoe Bosse, Enr., Sayabec Station, P.Q.	39,428 15	Aug. 29, 1950
Ste. Foy, P.Q.	Structural steel work and steel floor girders, phase No. 3, Veterans' Hospital.	Eastern Canada Steel & Iron Works, Ltd., Quebec, P.Q.	478,317 00	Aug. 3, 1950
Seven Islands, P.Q.	Construction of nursing station	Lucien Tremblay, Riviere Portneuf, P.Q.	13,925 00	Sept. 15, 1950
Stratford Centre, P.Q.	Wharf reconstruction	J. E. Cote, Shawinigan Falls, P.Q.	11,821 00	July 10, 1950
Midland (Tiffin), Ont.	Harbour repairs and improvements	Russell Construction Co., Ltd., Toronto, Ont.	19,653 60	Aug. 3, 1950
Niagara Falls, Ont.	Construction of new Customs House	Robertson Construction & Engineering Co., Ltd., Niagara Falls, Ont.	367,650 00	Sept. 15, 1950
Ottawa, Ont.	Installation of steam generating units, Central Heating Plant (Cliff St.)	Canadian Comstock Co., Ltd., Leaside, Ont.	291,070 00	June 21, 1950
Ottawa, Ont.	Laying of linoleum, West Block	Therien Co., Ltd., Ottawa, Ont.	5,162 00	Sept. 21, 1950
Ottawa, Ont.	Alterations for Industrial Health Laboratory, 200 Kent Street	A. Amyot & J. E. Amyot, Hull, P.Q.	15,950 00	Oct. 5, 1950
Pelee Island, Ont.	Wharf reconstruction	Rieger Bros. Construction Co., Ltd., Scudder P.O., Ont.	56,529 00	Aug. 17, 1950
Regina, Sask.	Erection of an office building for U.I.C.	Harvey Lunam Construction Co., Regina, Sask.	205,212 00	Sept. 15, 1950
Bonnyville, Alta.	Erection of Dominion Public Building	James C. Haddow, Edmonton, Alta.	143,000 00	Sept. 22, 1950
Alice Arm, B.C.	Wharf reconstruction	Findlay White Constuction Co., Ltd., Qualicum Beach, B.C.	29,353 00	June 22, 1950
Bull Harbour (Hope Island), B.C.	Construction of a float	James McDonald Construction Co., Ltd., Vancouver, B.C.	12,995 00	Aug. 17, 1950
Massett, B.C.	Construction of a seaplane landing	Arthur T. Holland & H. B. Phillips, Massett, B.C.	39,987 60	July 24, 1950
New Massett, B.C.	Renewal of floats and dolphin piles on the easterly side of Massett Inlet on Graham Island, Queen Charlotte Islands.	A. T. Holland & H. B. Phillips, Massett, B.C.	8,455 00	Aug. 9, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Osoyoos, B.C.	Construction of Customs and Immigration Buildings	George D. McLean & Associates, Ltd., Vancouver, B.C.	$ 332,696 00	Sept. 20, 1950
Port Hardy, B.C.	Wharf repairs	James McDonald Construction Co., Ltd., Vancouver, B.C.	50,983 00	Aug. 3, 1950
Redonda Island, B.C.	Construction of float and approach	Horie-Latimer Construction Co., Ltd., Victoria, B.C.	18,995 00	Jan. 6, 1950
Sointula, B.C.	Construction of breakwater and floats	Horie-Latimer Construction Co., Ltd., Vancouver, B.C.	59,485 00	July 20, 1950
Hay River, N.W.T.	Construction of a wharf	Bond Construction Co., Ltd., Edmonton, Alta.	56,641 00	June 30, 1950
Ballantynes Cove, N.S.	Dredging	F. W. Digdon & Sons, Ltd., Mulgrave, N.S.	9,450 00	*
Feltzen South, N.S. & Lunenburg, N.S.	Dredging	J. P. Porter Co., Ltd., Montreal, P.Q.	69,926 56	*
Barachois de Malbaie, P.Q.	Dredging	Irenee Verreault, Les Mechins, P.Q.	18,900 00	*
Contrecoeur, P.Q.	Dredging	Lucien Lachapelle, Sorel, P.Q.	9,610 20	*
Richelieu River, P.Q.	Dredging	Marine Industries, Ltd., Montreal, P.Q.	192,904 00	*
Sorel, P.Q.	Dredging	Lucien Lachapelle, Sorel, P.Q.	18,000 00	*
Port Arthur, Ont.	Dredging	Consolidated Dredging, Ltd., Toronto, Ont.	44,560 00	*
Mungo Bend, Fraser River, B.C.	Dredging	British Columbia Bridge & Dredging Co., Ltd., Vancouver, B.C.	43,500 00	*
Department of Resources and Development				
Waterton Lakes National Park, Alta.	Construction of a reinforced concrete deck girder highway bridge, 65′ span, over Cameron Creek near Cameron Falls	General Construction (Alberta), Ltd., Lethbridge, Alta.	18,640 00	July 12, 1950
Department of Transport				
Gander, Nfld.	Installation of drainage system, runway 9–27	North Shore Construction Co., Ltd., Montreal, P.Q.	112,355 00	Aug. 10, 1950
Calgary, Alta.	Additional airport development	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	9,194 00	July 4, 1950
Whitehorse, Y.T.	Repairs to roof of departmental hangar	Barr & Anderson (Interior), Ltd., Kelowna, B.C.	14,385 00	July 17, 1950

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* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Recent Regulations Under Dominion and Provincial Legislation

Certain federal legislation conferring benefits on veterans of World War II has been declared to apply to veterans of the Special Force. With respect to unemployment insurance, a veteran who has served in the Special Force will, on discharge, be credited with contributions at the combined weekly rate of 96 cents for the period served, with a maximum of five years' contributions. ¶In Newfoundland, the first regulations issued under the Boiler and Pressure Vessel Act, 1949, provide, among other matters, for the qualification and examination of boiler inspectors, operating engineers, firemen and welders. For the inspection and construction of boilers and pressure vessels, Canadian Standards Association regulations are adopted as law in Newfoundland, as in several other provinces. ¶In British Columbia, supplementary Orders allowing extra hours to be worked in shops during the Christmas season have again been issued, and in Saskatchewan, an exemption has been permitted under the One Day's Rest in Seven Act.

DOMINION

Canadian Forces Act

Under the Canadian Forces Act (L.G., Nov., 1950, p. 1919) the Governor in Council is authorized, by regulation, to declare that certain laws listed in a schedule which confer benefits upon veterans of the Second World War will apply to veterans of any special force established in consequence of action undertaken by Canada under the United Nations Charter, the North Atlantic Treaty or any other similar instrument.

Accordingly, the Special Force Veterans Benefit Regulations were issued under an Order in Council (P.C. 5412) on November 8, and gazetted on November 22, making the Reinstatement in Civil Employment Act, the Pension Act, sections of the Civil Service Superannuation Act, and Part IV of the Unemployment Insurance Act applicable to persons enrolled in the Royal Canadian Navy Special Force, the Canadian Army Special Force and the Royal Canadian Air Force Special Force.

The Reinstatement in Civil Employment Act had already been made applicable to the Special Force by an earlier Order in Council (P.C. 4619 of September 25, 1950), now rescinded (L.G., 1950, p. 1920), and this Order has merely been incorporated in the new regulations.

The Pension Act, which provides for pensions in respect of members of the Canadian naval, military and air forces, will apply to persons enrolled for the purpose of serving in the Special Force, while serving in the Canadian Army under the terms of such special enrolment, and to every officer and man of the regular or reserve forces while on the strength of the Special Force in a theatre of actual operations as though such service were military service rendered during World War II within the meaning of the Act.

However, the section of the Pension Act prescribing the rates of pensions paid for death or disability suffered in respect of military service rendered in the non-permanent active militia or in the reserve army during World War II and in respect of military service in peacetime does not apply to members of the Special Force.

Two subsections of the Civil Service Superannuation Act apply to persons serving in the Special Force and to officers and men of the reserve forces as though their service in the Special Force were service in the forces during World War II. The period during which a contributor was absent on leave from the Civil Service in active or full-time service in the forces may be counted as service of the contributor for the purpose of computing allowance or gratuities under the Civil Service Superannuation Act. Further, if a contributor

to whom this section applies was discharged from the forces and, immediately following his discharge, underwent treatment in a hospital operated under authority of the Minister of Veterans Affairs, the period of treatment will be counted as active service in the forces.

Part IV of the Unemployment Insurance Act, which authorizes the payment of unemployment insurance to veterans, applies to every person who was enrolled for the purpose of serving in the Special Force and who was discharged from service in the Canadian Army under the terms of the special enrolment. It also applies to every officer and man in the reserve forces who has served in the Special Force and whose service with the regular forces has been terminated within one year from the date on which he ceased to serve with the Special Force. Termination, whether by way of return to reserve status or otherwise, will be deemed to be a discharge. Also covered are members of the regular forces who have served on the Special Force and who have been discharged from the regular forces on medical grounds while on the strength of the Special Force.

"Period of service" is defined as length of service in the Canadian Army under the terms of the special enrolment, except in the case of the last two categories of veterans mentioned, where it means the period of service on the strength of the Special Force in a theatre of actual operations, excluding any absence without leave, leave of absence without pay, time served while undergoing sentence of penal servitude, imprisonment or detention, or period of service in respect of which pay is forfeited.

With regard to contributions, the regulations stipulate that, on discharge of the veteran, the fund will be credited, from money appropriated by Parliament for the purpose, with the amount of the combined contributions of the employer and employed person at the combined weekly rate of 96 cents for a period equal to the period of service up to a maximum of five years. The veteran will be deemed to have been employed in insurable employment during his period of service and all contributions required under the Act will be deemed to have been paid. However, if his period of service in the Special Force exceeds three months, but the combined contributions plus any contribution made with respect to him prior to his period of service do not entitle him to benefit for at least 90 days, there will be credited to the fund for this purpose sufficient contributions to provide 90 days' benefit for the veteran on his discharge.

The section of Part IV of the Act requiring a qualification period of 15 weeks in insurable employment and the section which brings merchant seamen under this Part do not apply to the Special Force.

Prevailing Rate Employees

The general regulations for prevailing rate employees (L.G., 1950, p. 224) were amended by P.C. 4245, which was made on September 7 and gazetted on September 27, with regard to vacation leave granted when a worker's employment is terminated otherwise than by dismissal for cause or voluntary resignation after he has completed six months of service. A distinction is now made between employees engaged on short-term projects of 12 months or less and those who are engaged for a longer period.

In the case of an employee engaged on a short-term project, the termination of employment will not take effect until the end of a period of vacation leave, after he has ceased to work, equal to the total unexpired vacation leave credits accrued to him on the day he ceased to work.

The termination of employment of a worker not engaged on a short-term project will take effect at the end of a period of vacation leave, after he has stopped work, equal to the total unexpired vacation leave credits accrued to him on the day he ceases to work and of the additional unexpired credits that would have accrued to him if he had continued to be employed until the end of the fiscal year.

PROVINCIAL

British Columbia Factories Act

Further safety measures have been taken in British Columbia by the addition of three lengthy sections to the regulations which were made in 1935 under the Factories Act governing the installation, operation and maintenance of freight and passenger elevators. The amendments, which were approved on August 28 and gazetted October 19, contain rules for the construction and safe operation of moving stairways and power dumb-waiters. They require the installation of guards and safety devices, and provide for strict tests either in the manufacturer's plant or on installation.

Moving Stairways

Rules for the construction of moving stairways are set out under the headings: angle of inclination, width, balustrading and handrails, treads and landings, strength of trusses or girders, track arrangement,

capacity and loading, and factors of safety.

Safety requirements for the operation of moving stairways include limitation of speed, application of power, lighting, safety devices and tests. Steps must not travel at more than 125 feet per minute unless the administrative authority approves a higher speed. An electric motor must not be used as a driving means for more than one moving stairway and the drive machine must be connected to the main drive-shaft by toothed gearing or a coupling and not by a chain. The use of cast iron pinions is prohibited.

Permanent artificial lighting must be provided in every machine room and persons must be able to operate the lighting switch without reaching over any part of the machinery. Step-treads must be illuminated throughout their entire run at a light intensity of not less than two-foot candles.

A number of safety devices must be provided including emergency stop-buttons, conspicuously located in a readily accessible position near the top and bottom landing of each moving stairway and guarded against accidental contact. The operation of either button must interrupt the power to the drive machine and it must be impossible to start the drive machine by means of these buttons. Starting buttons must be of the key-operated type and be located within sight of the stairway. There must be a speed governor to interrupt the power to the drive machine in case the speed of the steps exceeds a predetermined value not exceeding by more than 40 per cent the normal running speed.

Every moving stairway must be supplied with an electrically released and mechanically operated brake of sufficient power to stop it when fully loaded. In case any of the safety devices function, the brake must automatically stop the moving stairway when it is operating in a descending direction. If the drive-machine is connected to the main drive shaft by a chain, a device must be provided to brake the main drive-shaft in case the drive-chain parts.

Each type and size of moving stairway is required to be type-tested for the contract load which it is designed to carry. Tests may be made at the option of the manufacturer in his plant or on the first moving stairway of that type and size installed in a building. Installations made after the type tests have been completed must be tested separately without load. Tests required by the regulations include a speed test, the application of the broken step-chain and the broken drive-chain devices and the emergency stop buttons.

Reasonable access to the interior of the moving stairway must be provided for inspection and maintenance.

Power Dumb-waiters

The hoistways of power dumb-waiters must be enclosed from floor to ceiling except that at the top terminal landing under-counter hoistways need only be enclosed to the top of the hoistway. Landing openings in power dumb-waiter enclosures must be equipped with doors provided with electric contacts and locks which will prevent the operation of the machine while the hoistway door is open and prevent the opening of the door unless the car is at the landing.

Power dumb-waiter cars must be of sound construction, as defined in the regulations, and capable of sustaining loads as set out in a table. They must not exceed 9 square feet in horizontal area and the compartment height must not be over 3 feet, 6 inches. A metal plate bearing the name of the manufacturer and the contract load must be placed in a conspicuous place in the dumb-waiter car. Other construction requirements govern guides, counterweights and suspension means.

Dumb-waiters must be equipped with brakes which are automatically applied when the power is cut off the motor. If the dumb-waiter is operated by a winding-drum machine, it must be provided with a slack-cable device to cut off the power and stop the machine if the car is obstructed in its descent. An automatic device must be provided to stop the car at each terminal within the limits of overtravel.

A test must be made of every new dumb-waiter with rated load in the car, and the brake and all other safety devices must be made to function.

British Columbia Hospital Insurance Act

A regulation issued under the Hospital Insurance Act by Order in Council on October 31, gazetted November 9, makes it clear that the provision in the general regulations regarding payment of a prorated premium by persons formerly exempt from payment who desire to come under the Act will apply also to their dependants (L.G., 1950, p. 1065).

The section in question relates to persons who are declared exempt from the Act because they are Christian Scientists or because they reside in an area where provision of general hospital services is not practical, and permits them to qualify as beneficiaries by the payment of a prorated tax calculated from the first day of the month following the date on which they renounce their exemption status.

British Columbia Minimum Wage Acts and Hours of Work Act

The annual permission of the Board of Industrial Relations for overtime in the mercantile industry during the Christmas season has been granted by Orders issued on November 14, and gazetted on November 16.

Under the Hours of Work Order, male and female shop workers in Vancouver and district, Victoria, Esquimalt, Oak Bay, Saanich and New Westminster may work two hours in excess of the daily limit of eight set by the Hours of Work Act on both December 22 and December 23, and shop workers elsewhere in the Province may work two hours overtime on December 22. For the extra hours permitted the Order issued under the Minimum Wage Acts requires time and one-half the regular rate to be paid.

Temporary workers taken on between December 4 and December 31, inclusive, must be paid at the same rates fixed by Minimum Wage Order 24 (L.G., 1950, p. 86) for permanent full-time and part-time shop workers. They must receive at least $18 a week for a work-week of 39 hours or more and 47 cents an hour if they are employed for less than 39 hours a week. The daily guarantee provision of Order 24 is waived during this period.

Newfoundland Boiler and Pressure Vessel Act

The first regulations issued under the Boiler and Pressure Vessel Act, 1949, which went into force July 18, 1950 (L.G., 1950, p. 881), were made on September 12 and gazetted September 26. They are divided into five parts covering the construction and inspection of boilers and pressure vessels; welding of boilers, pressure vessels and pressure piping and welders' qualification tests; mechanical refrigeration; qualifications and examination of boiler inspectors, operating engineers and firemen; and inspection fees and fees payable for examinations and certificates.

Construction and Inspection

Part I provides that the Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (second edition), prepared by the Canadian Standards Association are adopted as regulations under the Newfoundland Act. The CSA regulations also apply in Nova Scotia, Ontario, Manitoba, and Saskatchewan.

Welding

Part II applies to all welding done in connection with the construction, alteration or repair of boilers, pressure vessels and pressure piping which are subject to inspection under the Boiler and Pressure Vessel Act, 1949. Provisions regarding responsibility of manufacturers, employers and welders, welders' qualification tests and inspection are similar to those made in Saskatchewan earlier in 1950 (L.G., 1950, p. 701).

A manufacturer, contractor, welding shop operator or other person who employs welders is responsible for the quality of welding done. Before any welding is commenced, he must, at the request of the Chief Inspector, conduct approved welding procedure tests in accordance with the requirements of the codes of the American Society of Mechanical Engineers and the American Standards Association and submit proof of these tests to the Chief Inspector for recording or registration. He must arrange with the Chief Inspector for a welder's qualification test or obtain approval for an equivalent test and have it witnessed by an inspector or other authorized person, and in work done on new construction, he must ascertain that the design of the vessel has been approved and registered by the Department.

Applications for a welder's test are subject to the approval of the Chief Inspector, who prescribes the tests in accordance with requirements set out in Appendix I of the regulations. Appendix I, which is clearly illustrated by diagrams, sets out the procedure to be followed in testing the welder's skill in either the gas or electric process. If a welder fails a test, he may undergo further tests, either immediately or after he has had additional training or experience. A welder's qualification test will be effective for 12 months, or longer if approved by the Chief Inspector, but a retest may be required at any time if a welder is suspected of losing his proficiency.

The permission of an inspector is required before a welded repair is made on any boiler or pressure vessel, and except with an inspector's permission, only the electric arc process may be used. The welding of high pressure piping must be done by a registered welder and be in accordance with the requirement of the Code for Pressure Piping of the American Standards Association.

An inspector may inspect or re-inspect any welding job and may subject it to any tests which he considers necessary. On his recommendation, the Chief Inspector may refuse to issue a certificate authorizing the operation of a boiler, pressure vessel or pressure piping, or may cancel an inspection certificate if welding has been

done improperly or if the welder was not qualified or registered.

Detailed rules for welding, with diagrams, are set out governing the repairing of cracks, building up of corroded surfaces, seal welding, re-ending and piecing of tubes, patches that may be applied to stayed and unstayed sheets, and to tube sheets of fire-tube boilers and the repair of tube-holes. These rules are very similar to the regulations enacted in 1949 under the Nova Scotia Steam Boiler and Pressure Vessel Act.

Mechanical Refrigeration

Part III of the regulations provides that the Mechanical Refrigeration Code, 1939, of the Canadian Standards Association is adopted as regulations under the Act.

Qualifications of Boiler Inspectors, Engineers and Firemen

Part IV prescribes the qualifications to be possessed by boiler inspectors and the certificate of competency to be held by the Chief Inspector and by the other inspectors responsible to him. It also provides for the certification, by examination, of firemen and of four classes of operating engineers. In order to obtain the certificate in each class, an applicant must fulfil the requirements set out in the regulations as to age and experience; hold the next lower certificate; satisfy the Chief Inspector as to his character and ability; and obtain at least the required percentage in the examination. The regulations also set out the scope of the work and duties which a person within each class may perform.

The Chief Boiler Inspector must hold a Newfoundland First Class Operating Engineer's certificate, be experienced as a mechanical or steam engineer, and have a knowledge of the CSA Standards, the ASME Boiler Construction Code and the ASA Code for the design, construction, maintenance, repair and inspection of boilers, pressure vessels and plants. He must be able to set examination papers for all grades of operating engineers' and firemen's certificates and conduct examinations, and he must be experienced in correspondence and office routine.

The other inspectors must hold at least a Newfoundland Second Class Operating Engineer's certificate and be able to set examination papers for the various grades of certificates from Second Class Operating Engineer to Fireman. In other respects, they must have the same qualifications as the Chief Inspector.

The regulations provide for certificates for firemen and for four classes of engineers, and are similar to those in effect in Ontario. Every candidate for examination must fill in the required form, stating his mechanical and electrical training and experience and pay the prescribed fee. Examinations must be written, except that when the Chief Inspector or other inspector deems it necessary an oral examination may be given and the applicant may be required to demonstrate his knowledge of a steam or refrigeration plant. A certificate is issued to every candidate who obtains at least 60 per cent of the possible marks in the appropriate examination, except in the case of a candidate for a First Class Engineer's certificate who must obtain at least 70 per cent of the possible marks. A full statement, for each class, of the subject-matter in which a candidate may be examined forms part of the regulations. Rules for the conduct of examinations are also set out.

In listing the qualifications required for Operating Engineers' and Firemen's certificates, the regulations are similar to those in effect in Ontario.

A candidate for a First Class Operating Engineer's certificate must hold a Second Class certificate of any Canadian province and have at least eight years practical operating experience in a high pressure steam plant on a regular shift, at least six years of which must have been as chief engineer or shift engineer. He must have spent at least four years as engineer in a steam plant of not less than 350 h.p. and one year as engineer in a plant of over 600 h.p. with at least three years in the boiler room and one year in the engine or refrigeration compressor room.

A period not exceeding three years may be deducted from actual operating experience, at the discretion of the Chief Inspector, in the case of a skilled mechanic trained in building steam engines or boilers or in boiler inspection, or in the case of a candidate who has completed a course in engineering in a recognized university. A First Class engineer may operate, as chief engineer, steam plants and refrigeration plants of unlimited horsepower and he may perform the duties of any operating engineer.

A candidate for a Second Class certificate must hold a Third Class certificate and have at least five years operating experience in a high pressure steam plant, three years of which must have been in the boiler room of a plant of over 200 h.p. The holder of a Second Class certificate may operate, as chief engineer, a high pressure steam or refrigeration plant not exceeding 750 h.p. or act as shift engineer under the direction of a certificated chief engineer in a plant of unlimited horse-

power. He may also take charge of any low pressure steam plant or compressor plant of unlimited horsepower.

For a Third Class certificate, a candidate must be 21, hold a Fourth Class certificate and have two years practical operating experience in a high pressure steam plant of 75 h.p. or over, at least 12 months of which must have been actual firing experience in the boiler room.

A Third Class engineer may operate, as chief engineer, a high pressure steam plant or refrigeration plant not exceeding 350 h.p. and he may act as shift engineer under the direction of a chief engineer in any plant. He may operate a low pressure steam plant not exceeding 600 h.p. or a compressor plant of not more than 350 h.p. and act as shift engineer in a low pressure steam plant of any capacity.

A Fourth Class certificate may be granted to a candidate who is 19, and who has had one year's operating experience firing on a regular shift in a high pressure steam plant or firing on a regular shift in a low pressure steam plant of over 100 h.p.

A Fourth Class engineer may operate, as chief engineer, a stationary high pressure plant or refrigeration plant where the h.p. does not exceed 200, a low pressure steam plant of not more than 360 h.p., a compressor plant of not more than 200 h.p., and any hoisting plant, portable plant, portable air compressor plant or traction plant. He may also act as shift engineer under a chief engineer in a high pressure plant not exceeding 350 h.p. or in a low pressure plant of not more than 600 h.p.

A Fireman's certificate may be granted to a candidate who is 18 and has had one year's experience firing in a boiler plant. He may operate a low pressure steam plant of not more than 100 h.p. and he may tend boilers, engines or refrigerating machinery in a high pressure steam plant not exceeding 350 h.p. during the brief absence of the engineer in charge from the boiler or engine room but not from the plant. He may also take charge of a shift under the direction of the engineer in charge in a low pressure steam plant of not more than 350 h.p.

The regulations provide for the granting of a Newfoundland certificate of equivalent grade at the discretion of the Chief Inspector, without examination, on payment of the prescribed fee, to a person who holds a certificate of current issue of any other province or to a person who possesses a marine engineer's certificate issued under the Canada Shipping Act for ocean-going steamships, British Board of Trade or under the provisions of the Act "Of the Qualifications of Engineers" which is now repealed. (Chapter 217 of the Consolidated Statutes of Newfoundland 1916.)

Persons employed in plants immediately preceding the coming into force of these regulations will be granted, without examination, and on payment of the prescribed fee for the renewal of a certificate, a grade of certificate which will allow them to continue in the positions they hold. First Class engineers' certificates, however, will only be issued on examination.

If a person holds a certificate issued without examination and changes his position to one requiring a certificate of a higher grade, he may apply for and obtain a certificate by examination before assuming his new duties.

Other provisions of the regulations include conditions regarding renewal and cancellation of certificates, and rules for the rating of plants in horsepower. Small plants below a specified minimum horsepower are exempted from the regulations.

Fees

Part V sets out the fees payable for each boiler, pressure vessel and plant inspected during construction, or extensive repairs, for second-hand boilers and pressure vessels when sold or exchanged, for annual inspections, for surveying designs, for registration of welding procedures and qualification tests of welders, and for Operating Engineers' and Firemen's examinations and certificates.

Nova Scotia Trade Schools Regulation Act

An amendment has been made to the special regulations governing correspondence and home-study schools under the Act with regard to the discontinuing by a student of a home-study course. As before, a person who has entered into a contract with the operator of a trade school which supplies courses of instruction by correspondence within the Province may notify the operator in writing of his intention to cease taking the course, and the operator is required to refund a specified amount of the tuition fee. Now, however, the written notification must be made within 12 months after the date of the contract or within 12 months after the date of submission by him to the school of his last completed lesson, whichever date is later.

Quebec Pressure Vessels Act

A new section added to the general regulations under the above Act by an Order in Council (O.C. 1134) on October 12, gazetted on October 21, provides that the

travelling expenses of an inspector who travels outside of the Island of Montreal and Quebec City to inspect pressure vessels and their accessories, including piping, at the time of manufacture or installation must be paid by the owner, user or contractor.

Saskatchewan Boiler and Pressure Vessel Act

Effective from November 1. minor changes were made to the regulations governing the welding of boilers, pressure vessels and pressure piping under the above Act (L.G., 1950, p. 701) by an Order in Council (O.C. 1856/50) made on October 24 and gazetted November 4.

As previously, no welded repair may be made on any boiler having a working pressure of 15 pounds or less to the square inch except by a registered welder. However, a less severe qualification test may be required for this class of work, or all tests may be waived where only minor repairs are to be made. Previously, the regulations stated that the welder need not be qualified by test unless required by an inspector.

Three new subsections were added. One provides that, except for a working pressure of less than 50 pounds to the square inch or a working temperature of less than 250° F, all welds on piping larger than three-inch pipe must be made by the electric arc method, unless otherwise permitted by an inspector.

The second authorizes an inspector to condemn any apparatus welded contrary to the regulations or to order such welding removed. When such an order is issued, the person whom the inspector deems responsible must see that the order is immediately carried out.

A third new subsection requires a welder whose registration has been cancelled to surrender forthwith to the Department the symbol assigned to him at the time of registration.

Changes were also made in the section setting out fees for the registration of welding procedures and for welders' qualification tests. All or part of the fees for welders' qualification tests may now be waived at the discretion of the Chief Inspector.

Saskatchewan Health Services Act

Minor changes were made in the general regulations under the Health Services Act to bring them into line with a 1950 amendment to the Act which transferred its administration from the Health Services Planning Commission to the Minister of Public Health. The amending regulations (O.C. 1861/50) were gazetted on November 4 and were effective from November 1.

Saskatchewan One Day's Rest in Seven Act

For a period of one year dating from November 1, 1950, cooks and cookees employed by R. Smith and Company, Moose Jaw, Saskatchewan, are declared to be exempt from the provisions of the One Day's Rest in Seven Act by an Order in Council (O.C. 1946/50) of November 10, gazetted November 18.

This action was taken under authority of Section 7 of the Act which permits the Minister to grant such an exemption, for not more than a year, on the application of an employer against whom the enforcement of the Act would, in the Minister's opinion, work a hardship. This is the first such exemption to be made.

The Act requires a rest period of at least 24 consecutive hours in every seven days (on Sunday when possible) to be granted to all workers covered by the Act except those not usually employed for more than five hours a day (L.G., 1950, p. 888).

Legal Decisions Affecting Labour

On appeal to the Privy Council, the Supreme Court of Canada opinion that the prohibition of the sale and manufacture of margarine is not within the authority of Parliament was upheld. Two Ontario cases dealt with the authority of municipal councils under the Factory, Shop and Office Building Act to require service stations and shops to remain closed during specified hours.

Parliament's authority to legislate concerning trade and commerce was held by the Judicial Committee of the Privy Council not to provide jurisdiction for Section 5 (a) of the Dairy Industry Act.

The Judicial Committee of the Privy Council on October 16, 1950, in a judgment delivered by Lord Morton of Henryton, upheld the majority decision of the Supreme Court of Canada that the prohibi-

tion of the manufacture and sale of margarine was *ultra vires* of Parliament. The appeal from the Supreme Court decision was taken to the Privy Council by the Canadian Federation of Agriculture. The legislation in question was Section 5 (*a*) of the Dairy Industry Act:—

5. No person shall

(*a*) manufacture, import into Canada or offer, sell or have in his possession for sale any oleomargarine, margarine, butterine, or other substitute for butter, manufactured wholly or in part from any fat other than that of milk or cream.

The prohibition of *importation* of margarine by the Act was held by the Supreme Court of Canada to be valid legislation.

Counsel supporting the appeal contended that the prohibition of the manufacture and sale of margarine was within the powers of Parliament under the BNA Act because:—

(1) It is legislation in relation to the regulation of trade and commerce under Section 91 (2).

(2) It is legislation relating to the criminal law under Section 91 (27).

(3) It is a law for the peace, order and good government of Canada and is within the "residuary power" of Parliament as stated in the opening sentence of Section 91.

(4) It is a law "in relation to agriculture in all or any of the provinces" (Section 95).

The judgment deals with each of these contentions in turn and finds none of them valid. In respect to the first contention, the judgment refers to a previous line of decisions dealing with the conflict between the power of Parliament to regulate trade and commerce and the provinces' exclusive right to legislate concerning the civil rights of their citizens. The present case was said to be typical of many in which it has been considered necessary to put a limit on the power to regulate trade and commerce in order to preserve "the degree of autonomy which, as appears from the scheme of the Act as a whole, the Provinces were intended to possess".

The second contention, that the prohibition is legislation in relation to criminal law, was dismissed for the reason that it was held to be "in pith and substance a law for the protection and encouragement of the dairy industry in Canada". The fact that penalties are provided for a breach of the prohibition was held not to bring it under the head of criminal law.

The answer to the third argument, that the prohibition comes within the "peace, order and good government" clause, was that the prohibition relates to civil rights and that the facts presented to their Lordships did not lead to the conclusion "that there exist in the present case the conditions which may override the normal distribution of powers in Sections 91 and 92".

Finally, their Lordships held that it was not law in relation to agriculture. They recognized that the object of the prohibition was to protect and encourage the dairy industry in Canada, but held that there is a distinction between legislation *in relation to* agriculture and legislation which may produce a favourable effect on the strength and stability of that industry. They found the connection between the prohibition and the operations carried on by farmers too indirect to bring the prohibition within the terms of Section 95.—Privy Council Appeal No. 30 of 1949, *In the matter of a reference as to the validity of the Dairy Industry Act, Revised Statutes of Canada, 1927, Chapter 45.*

In a decision of the Ontario Court of Appeal, the municipal by-law restricting the hours during which Toronto gasoline service stations may remain open was found to be valid.

The by-law of the City of Toronto which provides that all gasoline service stations should be closed during specified hours was held to be valid by the Ontario Court of Appeal on October 26, 1950. This decision reversed the judgment of the Ontario High Court of Justice given by Mr. Justice Schroeder on June 23, 1950 in an appeal by way of a stated case from a Toronto magistrate.

Two charges were brought before the magistrate against an oil company in Toronto for keeping open on Sunday. The magistrate found that the necessary facts had been established, but dismissed the charges on the ground that the by-law was invalid.

Under the by-law, which was passed under authority of Section 82 of the Ontario Factory, Shop and Office Building Act, the Chief Constable was authorized, upon the recommendation of an Advisory Committee, to issue permits to allow certain gasoline service stations to remain open during the prohibited hours. The magistrate found that the by-law was invalid in that it delegated the exercise of discretionary powers to the Chief Constable, which was not within the powers of the city council.

In the High Court of Justice it was argued that a provision of the Act which says that a by-law applicable to service stations may provide for the issuing of permits, by implication gave municipal

councils authority to delegate the powers conferred upon them. Mr. Justice Schroeder held that, while the Provincial Legislature possesses authority to confide to a municipal institution authority to make by-laws, "to authorize a further delegation of such discretionary power to another subordinate agency by the municipality would require very clear and unequivocal language in the enactment which is said to confer such authority". He did not believe that such power and authority could be inferred from the words "provide for the issuing of permits".

Mr. Justice Schroeder next dealt with the question whether the fact that the section conferring authority on the Chief Constable was found to be *ultra vires* invalidated the whole by-law. His conclusion was that the section was not "clearly severable from the other portions of the by-law" and that the whole of the by-law was therefore *ultra vires* and the magistrate was right in dismissing both charges made under it.

Mr. Justice Laidlaw of the Court of Appeal, in giving the reasons for decision, held that the sections providing for permits fell within the municipality's power as contained within Section 82a (*c*) of the Act and were in accordance with the intention of that enactment. He did not think that the Legislature intended that every application for a permit to remain open should be the subject of consideration and action by the council itself. The council had made regulations and imposed restrictions in respect of the issue of permits, and it had not divested itself of power to amend the by-law. He found the by-law valid, and reversed the previous decision, imposing a penalty of $50 and costs for each offence. *Rex ex rel. Fletcher v. Joy Oil Co. Limited and Rex ex rel. Press v. Joy Oil Co. Limited.* [1950] OWN, p. 593 and p. 745.

The Ontario High Court of Justice held that a St. Thomas magistrate was right in dismissing a charge under the municipal early closing by-law on the ground that the required number of occupiers had not signed the application for the by-law.

The early-closing by-law for grocery shops in St. Thomas was ruled invalid on June 1, 1950 by Mr. Justice Ferguson of the Ontario High Court of Justice. The court action was brought against the operators of a grocery store which had remained open on a Wednesday afternoon. The by-law passed under the Factory, Shop and Office Building Act, November 30, 1949, came into effect on December 14, 1949. It required all grocery shops within the limits of the municipality to close and remain closed from 12.30 noon on Wednesday of each week until 5 a.m. of the next day, with certain exceptions.

The Court found that the application for the by-law had not been signed by three-quarters or more of the occupiers of grocery shops within the municipality as required by the Factory, Shop and Office Building Act. On this ground, the by-law was declared invalid. In addition, the defendant raised a second ground for dismissal of the action, to the effect that even if the by-law were valid, he did not come under it because the principal trade in the shop was not that of a grocery business but that of a lunch counter or restaurant. The Court found that this was a fact whether one looked at the volume of business or the number of sales. The defendant was entitled to succeed on both grounds. Mr. Justice Ferguson, therefore, dismissed the action with costs. *Smith v. Galloway and Galloway.* [1950] OWN, p. 576.

State Labour Legislation in the United States in 1949 and 1950

The major action of State Legislatures in the two years 1949 and 1950 was to increase benefits under workmen's compensation and unemployment insurance laws. Further progress was made in comparatively new fields of legislation to prevent discrimination in employment and to provide compensation for disability not connected with employment.

The most extensive enactments in American State legislation during 1949 were in the field of workmen's compensation. Each of the 44 State Legislatures that met in regular session as well as Hawaii altered their workmen's compensation laws in one or more respects. Over half the States also liberalized the benefits and made other changes in their unemployment insurance laws.

During the legislative sessions that were convened in 1950 further amendments were

made to State workmen's compensation laws and in several States unemployment insurance benefits were increased. Of considerable importance during the present year was the major revision of child-labour legislation in Maryland.

A noticeable trend in labour legislation in 1949 was the progress being made with respect to disability compensation and in measures taken to ban discrimination in employment. During the year two States enacted disability compensation laws. Four passed fair employment practice Acts prohibiting discrimination in employment and Massachusetts extended the provisions of its earlier legislation.

In general, 1949 saw more changes and developments in the field of State labour legislation than 1950. The latter year was mainly devoted to the consolidation, improvement and extension of existing laws.

Child Labour and School Attendance

New child labour laws were passed in Maine, Tennessee and Alaska in 1949. Under all these laws a minimum age of 16 was established for most types of employment. This standard is now in force in 22 States, Alaska and Puerto Rico. All these Acts provided for maximum hours of work standards where employment of young persons is permitted. Tennessee and Alaska both established an 8-hour day, 40-hour week, 6-day week for minors under 18 while Maine established an 8-hour day, 48-hour week, 6-day week for minors under 16. In Alaska a night work prohibition for minors under 16 was enacted for the first time.

Some States removed restrictions on child labour. In Maine the night work prohibition affecting minors under 16 was repealed and in Ohio the minimum age for working in bowling alleys outside of school hours was reduced from 16 to 14. In Indiana child labour legislation provided that whenever courses of secondary education required work experience as a part of these courses, girls of 16 and 17 years of age would be permitted to work until 9 p.m. in the evening in mercantile establishments, two evenings a week, under school-approved and school-supervised vocational educational programs. Previously, such students had been allowed to work till 7 p.m. only.

Four States, Idaho, Michigan, Oklahoma and Wisconsin made major changes in their compulsory school attendance provisions. Idaho lowered its upper age from 18 to 16 for required school attendance but strengthened the legislation by eliminating the exceptions by which children under 16 were previously excused from attendance at school. In Wisconsin, the exemptions under which children of 14 and 15 were excused from school attendance were repealed. The Michigan legislation which permitted children of 14 and 15 to enter employment because of family need was also repealed. The new Oklahoma law provided that minors under 18, unless they were high school graduates, had to be in attendance at school.

During 1950 a new child labour law was introduced in Maryland, while Kentucky, Rhode Island and Louisiana amended their existing legislation. The Maryland law replaced the existing 14-year minimum in specified occupations with a 16-year minimum for employment at any time in manufacturing, mechanical or processing occupations, and a 16-year minimum during school hours, and a 14-year minimum outside school hours, in other occupations. Any farm or domestic work when performed outside school hours or during vacations and/or in private homes is exempted from the entire Act. The minimum age under which employment certificates are required for minors was raised from 16 to 18 and such certificates were made compulsory for all occupations.

The 8-hour day, 48-hour week, 6-day week was changed to an 8-hour day, 40-hour week, 6-day week for minors under 16. In addition, work on school days is limited to three hours a day, and during weeks when school is in session at least five days, to 23 hours. The night work prohibition of 7 p.m. to 7 a.m. for minors under 16 has been strengthened by making it applicable to all occupations rather than certain specified occupations as had been the case formerly. The section of the Maryland child labour law that applied to minors engaged in street trades was also strengthened by making the legislation applicable to the entire State and not just to cities of over 20,000 population as formerly.

Three other States amended their child labour legislation in 1950. In Kentucky the standard was lowered somewhat when the minimum age for minors working in bowling alleys was reduced from 18 to 16. In Rhode Island during 1950, the prohibition forbidding night work between 11 p.m. and 6 a.m. for minors of 16 and 17 employed in factories and manufacturing or mechanical establishments was extended to business and mercantile establishments. Louisiana amended its child labour law in 1950 by forbidding the employment of minors between the ages of 14 and 18

engaged in the processing of sugar cane or sorghum to work more than 10 hours a day or 60 hours a week.

Hours of Work

Maximum hours standards for adult workers were raised in 1949 in Maine, Tennessee and Wyoming. In Maine the 9-hour day, 54-hour week for women over 16 was extended to include stores, hotels, restaurants and laundries. Female production workers in factories, workshops and mechanical establishments were limited to a 50-hour work week. Tennessee reduced its work week with respect to women in similar establishments from 57 to 50 hours. A Wyoming Act provided for two 15-minute rest periods daily for female employees in factories, stores, and restaurants.

New York relaxed its hours standards in one respect during 1950. Provision was made, that till April 1, 1951, women over 21 could be employed in mercantile establishments till 12 o'clock midnight rather than to 10 p.m. as had been the case.

South Carolina amended its hours of work legislation in 1950 by exempting from the prohibition against work on Sunday, manufacturing establishments in which chemical manufacturing processes are involved and in which continuous and uninterrupted operations are necessary. The legislation specifies, however, that this exemption does not apply to plants which manufacture, dye, print, finish or process cotton, woollen or worsted material. In establishments where Sunday work is thus permitted the Fair Labour Standards Act must be complied with for work in excess of 8 hours a day and 40 hours a week.

Wages and Hours

New Hampshire and Massachusetts enacted legislation setting statutory minimum wages during 1949. In the former State a minimum wage of 50 cents per hour for men, women and minors was established except for employees engaged in household or domestic labour, farm labour, summer camps for minors, restaurants, hotels or cabins, or as outside salesmen.

In Massachusetts the minimum-wage law was amended and a statutory wage of 65 cents per hour was established for men, women and children in occupations covered by the Act except in cases where the Minimum Wage Commission had approved or would approve the payment of a lower wage under wage-board procedure already established by the Act.

Laws under which women must be paid the same wages as men for comparable work were passed in California, Connecticut, Maine and Alaska during 1949. By the end of 1949 up to thirteen jurisdictions had equal pay legislation in effect.

Several States introduced changes in their hours and wages legislation in 1950. In connection with public contracts, Maryland established a "Commission on Prevailing Wages for the State of Maryland" with duties to determine the general prevailing rates within the State and fix the rates for public contracts. The legislation provides that 8 hours shall constitute a day's work and 40 hours a week's work for all labourers, workmen or mechanics who may be employed by a general contractor in the building industry, and their sub-contractors, in the execution of any State contract for the construction of buildings, roads or bridges. Such employees are permitted to work longer than 8 hours a day or 40 hours a week provided they are paid overtime rates for any work in excess of 40 hours a week.

In its 1950 legislative session New Jersey amended its minimum wage law by deleting the definitions of the terms "women" and "minor" and substituting the term "any person" for those terms. The amendment thus extends minimum wage law coverage to all workers.

Safety and Health

Several States enacted legislation designed to increase the safety of employees during 1949. In Oklahoma the duties of a factory inspector and the number of factories to be inspected were increased. In Michigan, the installation of first aid kits and ventilation conveniences was ordered inspected where considered necessary and in South Carolina emergency exits were made compulsory in textile mills.

Three States took measures to safeguard the health of workers. Vermont created a division of Industrial Hygiene with authority to study and investigate conditions causing occupational diseases and to recommend regulations for the control of such diseases. In West Virginia the Board of Health was empowered to make rules and regulations governing occupational and health hazards and to regulate sanitary conditions in workshops, factories and labour camps. The Industrial Commission of Wisconsin was authorized to require suitable lunch rooms in places of employment where such facilities were deemed necessary for the employees' welfare.

During its legislative session in 1950 Missouri made various changes in its mining law. The prohibition against the entry into any mine to work by females of any age or boys under 14 years of age, or boys under 16 unless they can read or write, was reenacted and codified.

A new Rhode Island law requires that factories, shops, or mechanical or mercantile establishments employing 25 or more persons must provide for the administration of first aid to any employee who is injured or who becomes ill on the premises.

A lowering of health standards is noted in the Missouri repeal of the provisions of the labour law which required employers to keep factories clean, well ventilated, free of injurious dust, and provided with a sufficient number of separate water closets for the use of each sex when three or more persons, or when any children, young people or women are employed therein.

Workmen's Compensation

Workmen's compensation legislation was improved in all States that were in session in 1949. Death and disability benefits were increased by raising the maximum weekly payment, extending the number of weeks of such payments, increasing the maximum percentage of wages for computing benefits and by increasing the aggregate maximum amount of benefits permitted. Benefits for both death and disability were increased in 25 States and in Hawaii while medical aid benefits were liberalized in 22 States and Hawaii.

Several State Legislatures meeting in 1950 amended their workmen's compensation laws to liberalize them in one or more respects. Kentucky increased its maximum weekly death benefits for wholly dependent persons from $20 to $23, and total death benefits for wholly and partially dependent persons from $8,000 to $9,000.

Massachusetts raised the maximum weekly benefits payable to the widow or widower of a deceased employee from $15 to $20 if there are no children, and benefits to dependent children were also increased.

Mississippi, Rhode Island, New Jersey and New York also liberalized their legislation by increasing certain benefits. Mississippi, Rhode Island, Georgia and New York extended the coverage of their Acts during the year. Public employees were brought within the scope of the Act by Mississippi, and members of volunteer fire companies by New York.

Unemployment Insurance

Throughout 1949 an increase in benefits was evident in the field of unemployment insurance while there was a parallel decline in employer's contributions. Nine States increased their weekly minimum benefits and 24 their weekly maximum benefits. In 13 States the maximum potential weeks of benefits were extended while 29 States increased the maximum potential benefits a claimant could draw in one year. Practically all these liberalizations of benefit amount were accompanied by increases in the amount of qualifying wages required for minimum benefits and for the higher weekly and annual amounts.

Though the trend in nine States was towards restricted rather than extended coverage, two States added coverage of governmental workers and two, coverage of maritime workers.

During legislative sessions of 1950 the same trend in increasing unemployment insurance benefits was evident. Georgia, Maine, Kentucky and New Jersey all increased certain benefits under their unemployment insurance laws. In Maine the weekly minimum benefit was increased from $6 to $7. Georgia raised its weekly benefit amounts from a range of $4 to $18 to a range of $5 to $20. The duration of benefits was extended from 16 to 20 weeks. The minimum qualifying wages for benefit were accordingly raised from $100 to $175.

The changes in the New Jersey legislation increased the maximum weekly benefit amount from $22 to $26 and the weekly minimum benefit from $9 to $10. This resulted in raising the maximum potential benefits from $572 to $676 and the required base-period wages from $1,713.01 to $2,025.01. Kentucky increased its weekly benefit amounts from a range of $7 to $20 to a range of $8 to $24 and extended the duration of such benefits from 22 to 24 weeks.

Disability Compensation

Legislation providing benefits for workers who are unemployed due to sickness or injury not connected with employment was enacted by New York and Washington during 1949. Legislation in the latter State was suspended pending the result of a referendum. The referendum was held November 7, 1950 and resulted in defeat. Similar measures are in effect in New Jersey, California and Rhode Island. During 1950 New Jersey amended its legislation to provide for increased benefits.

The New York law (L.G., 1949, p. 682) provides for benefits during disability to both employed and unemployed workers. For benefits payable for disability during employment, the employee is required to contribute one-half of one per cent of his

wages but not in excess of 30 cents per week. The employer is required to contribute the cost in excess of the employee's contribution. A special fund was created to provide benefits during unemployment under disability. From January 1, 1950, to June 30, 1950, the employee and employer were each assessed one-tenth of one per cent of the wages paid to the employee, but not in excess of six cents per week in order to create the special fund for the disabled unemployed. Subsequent to June 30, 1950, an annual assessment of insurance carriers and self-insured employers is made to provide adequate revenue for the fund. The payments range from $10 to $26 per week for a maximum of 13 weeks in any one year. The legislation is administered by the State Workmen's Compensation Board.

The Washington law, had it been approved on the referendum vote, would have created a special fund to be raised by employee contributions amounting to one per cent of the first $3,000 of wages received in the calendar year. The Act authorized payments of $10 to $25 a week for a maximum of 25 weeks in any one year. This legislation is an extension of the Unemployment Compensation Act and the amount of benefit payable for disability would have been the same as for unemployment.

In Rhode Island the weekly benefit range of $6.75 to $18 was increased to a range of $10 to $25 per week. California amended its existing legislation to provide that a person eligible for unemployment disability benefits and unemployment benefits in the same benefit year, may receive the maximum of both. Formerly, benefits to such persons were limited to one and one-half times the maximum for either type of benefit.

During 1949 both Ohio and Massachusetts passed laws setting up commissions to study the problem of unemployment due to disability.

In its 1950 legislative session New Jersey amended its disability compensation law. The maximum weekly benefit was increased from $9 to $10. The required qualifying wages were lowered from 30 times the weekly benefit amount to 25 times that sum. This resulted in reducing the minimum qualifying wages from $270 to $250.

Discrimination in Employment

A recent development in labour legislation has been the passage of fair employment practice Acts designed to eliminate discrimination in employment based on race, creed, national origin and ancestry. Prior to 1949, New Jersey, New York, Massachusetts and Connecticut had enacted such legislation while Indiana and Wisconsin had introduced measures providing for voluntary compliance. In 1949 compulsory Acts were passed by Oregon, New Mexico, Washington and Rhode Island. These State laws, though similar, are not identical in coverage, administration, or in the types of discrimination prohibited. In 1950, Massachusetts extended its fair employment practices legislation. In the same year Rhode Island, with a view to eliminating discrimination on the basis of age, created a legislative committee to investigate the practices of hiring and discharging employees because they have reached the age of 40 years or over.

With reference to the 1949 legislation, the New Mexico and Rhode Island Acts covered establishments employing four or more workers while Oregon included establishments of six or more employees and Washington eight or more. New Mexico, Rhode Island and Washington established special state boards to administer the legislation while Oregon empowered its Bureau of Labour to carry out the Act. New Mexico and Rhode Island also made provision for educational programs to be conducted throughout their respective jurisdictions for the purpose of eliminating discrimination in employment. Kansas and Nebraska set up committees to study the problem.

Massachusetts revised its fair employment practices legislation during 1950. The powers of the Commission Against Discrimination were broadened to make it responsible for hearing and deciding not only unfair employment practice cases as formerly, but also violations of the prohibitions against discrimination in public places, in advertising, and in public housing developments. Any discrimination because of religion is forbidden in public places. The previous law had merely prohibited discrimination in public places because of race or colour. The new legislation also provides that all persons shall have the right to full and equal accommodations, advantages, facilities and privileges of places of public accommodation, resorts or places of amusement, subject only to the limitations of laws that apply to everyone.

In April, 1950, Rhode Island created a legislative committee to investigate the practices of hiring and discharging employees because they have reached the age of 40 years or over. The committee was directed to include in its report drafts of remedial legislation to prevent the dismissal from employment of persons

between the ages of 40 and 64, or the refusal to employ persons because of age. This committee is expected to report by February 1, 1951.

Industrial Relations

Twelve States made changes in their existing labour relations legislation in 1949. Several States repealed laws restricting union activities. Others passed amendments dealing with labour disputes in public utilities, and some States took steps to develop their conciliation services. There was less legislative action in 1950, only three States having made any significant changes.

In 1949 Delaware and Missouri repealed restrictive laws enacted in 1947 which had regulated union security agreements, made strikes unlawful unless authorized by a majority of all employees in the bargaining unit, prohibited secondary boycotts and set out certain rules for the conduct of labour unions. A New Hampshire Act which prohibited union security agreements in some cases was also repealed.

An amendment to the Michigan Labour Relations Act in 1949 (L.G., 1949, p. 1084) removed some of the restrictions on strike action. The amendment provided that a strike may be authorized by a strike vote in which the majority of all employees casting valid ballots, rather than a majority of all employees in the bargaining unit, vote for the strike.

With respect to labour disputes in public utilities, the Michigan Act was amended in 1949 by the abolition of compulsory arbitration. New Jersey also amended its legislation in connection with labour disputes in public utilities. The Board of Arbitration of New Jersey was empowered to base its findings upon such factors as the welfare of the public, wages, hours and conditions of employment in industries in general and in public utilities in particular, and the effect of technological changes upon the industry concerned.

A new 1950 Virginia Act provides for the seizure and operation of mines by the State in cases of emergencies. A further Virginia law, of some considerable importance, was the anti-trust law amendment repealing the section formerly stating that labour organizations were not to be construed as illegal combinations, trusts, or monopolies under that Act. The amendment specifically added, however, that the provisions of the Act did not abridge the right to strike.

During 1950 Kentucky joined the 10 States enacting laws in 1949 that made it unlawful for an employer to require an employee or applicant for employment to pay the cost of a medical examination required by the employer as a condition of employment.

New Jersey extended the operation of its mediation and arbitration law affecting public utilities which otherwise would have become ineffective after March 31, 1950.

Annual Report of the Department of Labour of Manitoba

A revision of existing legislation was commenced in Manitoba during the past year. An expanding manufacturing industry has increased the volume of inspection work, and in order to avoid duplication of effort and to ensure proper enforcement of the various laws, a new policy has been instituted, whereby the visit of an inspector to a plant is made to serve as many of the departmental sections concerned as possible.

The general review of the work of the Manitoba Department of Labour for the fiscal year ending March 31, 1949, as given by the Deputy Minister of Labour, is supplemented by reports covering its six main branches—Apprenticeship, Fires Prevention, Manitoba Labour Board, Mechanical and Engineering Section, Industrial and Public Safety, and Wages and Hours Section. Statistical tables are appended to each report, usually with comparative data for the preceding year, which give a very complete summary of the activities of the Department in administration, inspection and enforcement. In inspection work, the report points out that a system of co-operation between the various sections is in effect, which is described as follows:—

> Wherever possible and logical, the visit of an inspector to a plant is made to serve as many of the sections as could be affected. Thus, a Wages and Hours inspector checks also for compliance with the Vacations with Pay Act, will turn in reports on sanitary and health conditions, and will report any apparent fire hazards, to draw the situation to the attention of the Factory and the Fire Commissioner's section. Similarly, the Building Inspector when visiting a construction job, to check

upon safety of workmen and sound construction of the building, will verify compliance with the Fair Wage Schedule applicable to the Construction Industry, and the Vacations with Pay Act.

The report comments on the added responsibilities placed upon the Department with the growing industrialization of the Province. Since the war, it is pointed out, industry, largely concentrated in Greater Winnipeg, has become equal in importance with agriculture, both in the number of persons employed and in the value of its products.

Because of changing conditions and the emergence of new types of industry, and because of inconsistencies by reason of "spasmodic and patchwork amendments to meet emergent situations", the need to review and re-write Manitoba's labour legislation, consisting of 20 or more Acts, has become apparent. With this in mind, the labour legislation in other provinces and countries is being studied and an attempt made to achieve a high standard, with maximum uniformity of definition and language in the various laws administered by the Department.

A start in this, necessarily, long-range program was made in 1948 by re-writing the Building Trades Protection Act. At the same time the Steam Boiler and Pressure Plant Act was divided into two correlated Acts, the Steam and Pressure Plants Act and the Operating Engineers and Firemen Act.

An amendment to the Vacations with Pay Act, 1947, provided that the Act be extended to transitory employees working in the construction industry in Greater Winnipeg. Employers engaged in this industry are obliged to affix in each employee's vacation stamp book stamps to the value of two per cent of the wages earned in each regular pay period.

On April 22, 1948, the Manitoba Labour Relations Act replaced the Manitoba Wartime Labour Relations Regulations Act, 1944, and amendments. The latter legislation was in effect for only three weeks of the fiscal year under review.

Apprenticeship

During the year 188 apprenticeship agreements were completed and 80 cancelled. Three hundred and eighty-two new agreements were entered into as compared with 351 a year previously. Of the total number of apprenticeship agreements in effect at the close of the fiscal year 43·3 per cent were held by ex-service personnel and 56·7 per cent by civilians, as against the corresponding percentage of 69·7 and 30·3 for the previous year, an indication that the majority of apprentices today are being recruited from civilian ranks.

Six hundred and fifty of the active apprentices or 76 per cent are located in designated trades in the Greater Winnipeg area. It is of interest to note that both in Winnipeg and in the remainder of the Province, the majority of the apprentices were at work in the sheet metal, plumbing, electrical, carpentry and auto body repair and mechanics trades. The report noted that the success of the pre-employment training program for ex-service trainees has led to discussions on the desirability of providing pre-apprenticeship courses for young men and boys seeking to enter designated trades.*

Labour Relations

During the period April 1, 1948, to March 31, 1949, the Manitoba Labour Board received 464 applications under the Manitoba Wartime Labour Relations Act, as amended, and under the Manitoba Labour Relations Act. Under the Vacations With Pay Act and amendment, which is administered by the Board, 237 cases were heard.

Of the former cases, 112 were for the certification of bargaining agents. Of these 100 were granted, six were rejected, three were withdrawn and three were pending at the close of the period under review.

During the year 66 cases requesting the conciliation services of the Board were considered, 16 of these cases being carried over from the 1948 fiscal year. Of the total, 31 were settled by a conciliation officer, and agreements covering approximately 2,103 employees were secured. Three cases were reported back to the Minister when no agreement had been reached. In one case, where no agreement was involved, a settlement was reached. The appointment of a conciliation officer was refused on one occasion and the services of an officer were withdrawn in another case upon the request of the original applicant. The appointment by the Minister of a Conciliation Board was recommended in 11 cases by the conciliation officer concerned. At the close of the fiscal year 18 cases were pending.

Ten Conciliation Board cases were disposed of during the year. In eight cases collective agreements were reached following conciliation, and in one dispute an agreement was reached on matters other than wages. In one dispute the employees went on strike following the report of the Conciliation Board and were still on strike at the end of the year.

* Such courses under the Dominion-provincial arrangement for pre-apprenticeship training are now being conducted in Manitoba to meet the needs of young men leaving high school.

Two Industrial Inquiry Commissions were appointed and submitted reports during the year.

Of the 237 cases under the Vacations With Pay Act the majority, 114, were employee complaints registered under the general Act. Of this number, 75 were settled by payment of the claim.

Boilers, Factories, Elevators and Construction Projects

The work of the Mechanical and Engineering Section of the Department is described at some length. Examinations of candidates for certification as First, Second and Third Class and Provisional Engineers were held by the Stationary Engineers' Board during the year. Under the Operating Engineers and Firemen Act, two new classes of certificates were provided for—Fourth Class, replacing the Provisional Class, and Firemen Certificate. With regard to the construction and alteration of boilers, pressure vessels and steam plants, the report states that the Department is in constant consultation with contractors, plant managers, designing engineers and manufacturers.

The Province of Manitoba was represented at a five-day meeting of provincial boiler inspectors in Toronto. At this meeting a standard form of affidavit to be submitted to the Department by the manufacturer on the completion of new boilers, and containing the necessary information required for inspection services, was agreed upon.

During the year 25 boilers and 30 unfired pressure vessels were condemned or their replacement recommended under the provisions of the Steam Boiler and Pressure Plant Act. The report notes a large increase in new boiler installations. This is accounted for by the development of new industries, the construction of new apartment blocks and a general increase in the use of steam in industry. The Department surveys the designs and specifications of each new boiler or pressure vessel for compliance with the regulations of the Canadian Standards Association. Tests are made at intervals during construction and on completion of each new vessel.

High and low pressure boilers are inspected annually. Boilers operating under 15 pounds per square inch are classified as low pressure while those operating at over 15 pounds per square inch are classed as high pressure boilers. The inspection of these boilers also serves to ensure that plants are being operated by licensed personnel. Nevertheless, semi-annual inspections of major plants are made to ensure that they employ properly qualified engineers. Special inspections are made when second-hand boilers are bought or sold or moved to new locations.

Annual inspections are made of all refrigeration units carrying over 25 pounds of refrigerant in order to guard against the deterioration of pressure-carrying parts and to check on all safety appliances. Yearly inspections are made of wood-cutting machines in conjunction with the City of Winnipeg Licensing Department. The inspection services of the Department of Labour are extended to provide for the annual examination of all industrial and commercial oil burners and appliances. This inspection is made in order that such burners and their appurtenances are safely operated. The testing of welders in gas and arc welding is also carried out by the Department, and certificates are issued in two grades in accordance with the American Society of Mechanical Engineers' Code.

With respect to grain elevators within the Province, all machinery and equipment are inspected regularly. These inspections cover the air tanks, electrical equipment, man lifts, grain cleaners, driving machinery and leg driving equipment and appurtenances contained in elevators.

Under the Building Trades Protection Act, the safety of workers engaged in the construction of buildings, in excavations and in the alteration, repair or demolition of any building is provided for. Periodical inspections are made of all types of construction where scaffolding, high trestle work, hoists, etc., are used. During the fiscal year, 495 inspections were made under this Act and 110 orders were issued.

Designs for new elevator installations or alterations to present machines are submitted to the Department for survey and approval. During the year 266 elevator operators were examined by the Elevator and Hoist Board. Inspections numbered 3,012 and during the same period 194 re-inspections were carried out. As a result of these investigations, 1,109 orders were issued by the Department.

Under the Electricians Licence Act, the Board of Examiners conducted examinations for journeymen electricians' licences at which 49 candidates were successful. It is noted that in these examinations candidates who had been trained under the Apprenticeship Act obtained a higher standard than other applicants who had merely helper experience. The number of applicants greatly increased due to the demand for certified electricians to cope with the heavy building program.

During the year the Department conducted 2,444 factory inspections as com-

pared with 2,662 in the previous year. These investigations resulted in 1,605 safety orders and 23 health and sanitation orders being issued. A year previously 1,663 safety and 16 health and sanitation orders were issued.

The Chief Factory Inspector notes as a distinct advance in the improvement of factory conditions the adoption of regulations under the Public Health Act for factories, workshops and offices (L.G., 1948, p. 1437). The up-to-date requirements for toilets, washrooms, lighting and ventilation are accepted as the standard for all inspection work in the Province.

Through the efforts of the Department's factory inspection service, Safety Committees have been established in practically every industry of a sufficient size to justify such groups. In accordance with the practice of previous years, a special industrial safety course was held under the auspices of the Evening Institute of the University of Manitoba. The course, consisting of twelve lectures, was made available to all people employed in industry in the Greater Winnipeg area. First aid courses for industrial workers were continued.

The work of the Manitoba Meat Packers Safety Council which was organized in 1947 has appreciably cut down the accident frequency rate in the plants concerned.

Wages and Hours

The volume of work handled by the Wages and Hours Section of the Department more than doubled that of the preceding year. This Section is responsible for the enforcement of the Fair Wage Act, the Hairdressers Act, the Minimum Wage Act and the One Day's Rest in Seven Act. Although, as noted earlier, the Manitoba Labour Board is responsible for the main administration of the Vacations With Pay Act, the duties of conducting inspections under the Act were assigned to the Wages and Hours Section during the fiscal year.

Under the Fair Wage Act, with respect to the construction industry, the Fair Wage Board establishes an annual schedule of rates and maximum hours of work. The schedule is usually based upon the rates prevailing within the industry and sets up differing rates for two separate zones: Zone "A" covering Greater Winnipeg, and Zone "B", cities and towns having a population in excess of 2,000.

Under this Act 1,294 inspections were made as compared with 390 during the previous year. Three hundred and ninety-eight orders were issued resulting in wage adjustments to the sum of $10,354.47. In the previous fiscal year, wage adjustments amounting to $2,870.51 were made as a result of the 50 orders issued.

Under Part II of the Fair Wage Act, regulations for the barbering trade set out minimum rates and qualifications and maximum hours applicable to owner operators, master barbers, journeyman barbers and barbering improvers.

During the period under review 477 inspections were carried out, 366 in Greater Winnipeg and 111 in other parts of the Province. Inspections during the previous year numbered 697. This year's investigations resulted in one order being issued whereas 28 were issued in the last year.

Regulations under the Hairdressers Act set out conditions similar to those extant under the barbering regulations. The established work-week is set at 48 hours although most shops operate on a 44-hour basis. A total of 1,352 inspections were made as compared with 1,328 in the previous year. The application of the Act does not extend beyond Greater Winnipeg. Inspections made of shops in other parts of the Province are reported under the Minimum Wage Act.

During the year 1948-1949, 3,690 inspections under the Minimum Wage Act and regulations were made, covering 81,581 employees. Of these, 30,899 were female employees. In the fiscal year ending March 31, 1948, 2,653 inspections were carried out, covering 30,689 workers of whom 17,683 were female employees. There were 344 orders issued, a decrease of 15 from the preceding year. Total wage adjustments amounted to $6,724.28 as compared with $5,490.23 in the preceding period.

With respect to the Vacations With Pay Act, two types of inspections are made: annual vacation inspections covering all manufacturing and mercantile undertakings, including barbering and hairdressing shops; and stamp-book inspections covering all building contractors in Greater Winnipeg. There were 3,923 of the former and 326 of the latter. Wage adjustments for the year amounted to $158.83. Of the 42 infractions under the general Act, all were satisfactorily adjusted. Forty infractions were noted under the stamp system, 33 of which were satisfactorily settled and seven were still under consideration at the end of the year.

The report devotes considerable space to the activities of its Fires Prevention and Public Safety sections. Statistics are given to demonstrate the loss of property, the value involved and the fatal and non-fatal accidents which result. The report covers not only industrial and public concerns and accidents, but domestic accidents and damage as well.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under The Unemployment Insurance Act

The decision printed below relates to the benefit right of an unemployed worker who upon separation from employment was given a bonus. Because of its importance it is printed in full.

Held that the sum of money which was given to the claimant as an act of grace by his employer upon definite and complete separation from his employment, was neither a remuneration within the meaning of (i), nor a compensation within the meaning of (ii) of Section 29 (1) (a) of the Act.—CU-B 598 (July 6, 1950).

DECISION

SUMMARY OF THE FACTS:

The claimant, married, 39 years of age, worked as a bottler for John Labatt Ltd., Brewers, Toronto, Ont., from May 21, 1948 to September 30, 1949. His rate of pay was $1.20 an hour.

On October 1, 1949, he filed an initial application for benefit and gave as his reason for separation from the employ of the said Company:—

"Laid off by Employer—closing of Department."

In the separation questionnaire, the employer indicated that the claimant's employment terminated on September 30, 1949, due to lack of work: "Bottling stopped indefinitely" and that he was paid the following:—

Vacation pay	$24.00
Gratuity	60.00
Bonus	48.00
Pay in lieu of notice	48.00

In view of the gratuity and bonus payments of $60 and $48 respectively, the Insurance Officer disqualified the claimant from the receipt of benefit for the period of October 1, 1949 to October 17, 1949, both dates inclusive, because, in his opinion, the claimant was deemed not to be unemployed for the latter mentioned period within the meaning of Sections 27 (1) (*a*) and 29 (1) (*a*) of the Act.

From the decision of the Insurance Officer, the claimant, on October 18, 1949, appealed to a Court of Referees.

The Court of Referees held a session in Toronto, Ont., on November 1 and November 10, 1949, to hear the case but on both occasions the hearings were adjourned in order to obtain further information from the employer and the claimant's union (International Union of the United Brewery, Flour, Cereal and Soft Drink Workers of America, Local 304).

In a letter dated November 5, 1949, to the Court of Referees, Mr. John Gavin, secretary of Local 304 of the said union, stated in part:—

"Has (the claimant) received compensation for loss of employment equivalent to his wages? The Union submits that he has for one week only. We do not debate that for one week, immediately after his lay-off, he received wages in lieu of notice. This gratuity given by the Company cannot by any stretch of the imagination, be divided by the average weekly wage of the employee and then used as a basis of disqualifying him for that number of weeks. This is clearly not the intent of the regulations. After the first week of this applicant's unemployment he received no more remuneration from the Company, and is therefore entitled to unemployment insurance benefits for his period of unemployment.

"We therefore appeal the decision of the Insurance Inspector that gratuity received from the Company can disqualify an applicant for unemployment insurance for a further period than one week, or whatever period termination notice is given. In other words, if any employee is paid every two weeks, when he receives his two weeks' notice and his severance pay, regardless of the amount, he can only be disqualified for two weeks. The Unemployment Insurance Act does not allow the officer, at his own discretion, to divide the gratuity received into weekly instalments and disqualify the applicant for that period of time.

"We are in accord with good employers who recognize past service of faithful employees. It promotes good relations.

We therefore request that the language in Section 29 of the Act not be used to discourage the generosity of the Labatt Brewing Company and any employer who reserves the right to give a gratuity to an employee."

On November 10, 1949, the Chief Accountant of the Toronto Plant of John Labatt Limited wrote to the Unemployment Insurance Commission's Adjudication Centre in Toronto as follows:—

"For the past several years, the employees of John Labatt Limited have received an annual bonus which normally is based on one week's pay plus a premium for years of service. This bonus is paid purely at the discretion of the Directors of the Company. The gratuity payment which is paid the employees leaving the Company is usually one week's pay for every completed year of service. However, in connection with hourly paid employees, this payment is made again at the discretion of the Management and is not usually paid.

In the case of the lay-off in the Toronto Plant Bottle Shop, the Management made a concession in the form of this gratuity payment. The bonus payment is definitely not a part of the union agreement but, as stated above, is paid purely at the discretion of the Directors of the Company who decide from year to year whether or not such a payment will be made."

The Court of Referees resumed its hearing of the case in Toronto, Ont., on November 14, 1949. The claimant was represented by Mr. John Gavin, secretary of Local 304 of the said union. The majority of the Court upheld the decision of the Insurance Officer in a finding which reads:—

"We find that under Benefit Regulation 5A the vacation pay in lieu of holidays accrued, but not taken during claimant's employment is payable to the claimant without disqualification as a holiday period did not commence within three days of his termination of employment.

"We also find that the pay in lieu of notice is also payable to the claimant without disqualification, this also being exempt under Benefit Regulation 5A.

"As to the gratuity of $60 and the bonus of $48 we are of the opinion that these must be regarded as being in the same category and that both represent compensation for loss of and substantially equivalent to the remuneration claimant would have received if his employment had not terminated, the question remaining to be decided being for what period under Section 29 (1) (*a*) (ii) of the Act claimant received such compensation. On the evidence of the employer it would appear that the gratuity represents one and one-quarter weeks' wages and the bonus one week's wages. We are, therefore, of the opinion claimant should be disqualified for a period of two and one-quarter weeks' following termination of his employment, and we, therefore, DISMISS the appeal and CONFIRM the disqualification imposed by the Insurance Officer. We follow the principles laid down by the Umpire in Cases No. CU-B 258 and 420."

The dissenting member of the Court stated:—

"The Sections and Regulations referred to as governing this case are Section 27 (1) (*a*) of the Act and Section 29 (1) (*a*) of the Act and Benefit Regulation 5A. It is my opinion there is nothing specific in the above sections which should be used to substantiate this disqualification.

"Although the section contains the words 'compensation for loss of, and substantially equivalent to the remuneration he would have received if his employment had not terminated', I do not believe there is anything in the Act which authorizes the Insurance Officer to adjudicate as to whether this is moneys paid as compensation for loss of employment, or moneys earned for past services. It would appear from the evidence this practice of rewarding employees for past services by gratuities and bonuses has been established by this Employer for some time, and I believe good relations of this kind between Employer and Employees should be encouraged. It would appear if we refer to the Insurance Adjudication Manual Section I 363 (3) 'When a claimant receives an amount which was *purely a gratuity*—he would be considered to be unemployed', that there is very good reason to suggest that the appeal against this disqualification should be allowed.

"The claimant made himself available for work as of October 1 and has apparently met all statutory requirements of the Act. I would ALLOW the appeal and REMOVE the disqualification of the Insurance Officer."

From the decision of the Court of Referees, the Ontario Federation of Labour appealed to the Umpire. A hearing was requested by the said Federation and it was held in Ottawa, on June 7, 1950. Messrs. Norman S. Dowd and A. Andras, Executive Secretary and Assistant Research Director respectively of the Canadian Congress of Labour, and Mr. H. S. Relph, Chief Claims Officer of the Unemployment Insurance Commission, were present.

CONCLUSIONS:

The relevant section of the Act reads as follows:—

29 (1) "An insured person shall be deemed not to be unemployed

(*a*) during any period for which notwithstanding that his employment has terminated, he continues to receive

(i) remuneration, or

(ii) compensation for loss of, and substantially equivalent to, the remuneration he would have received if his employment had not terminated."

As pointed out in previous decisions of the Umpire, the general principle underlying Section 29 (1) (*a*) is that insured persons are not to receive unemployment insurance benefit and wages or compensation in lieu of wages at one and the same time.

In this case, however, the claimant, upon being definitely and completely separated from his employment, received $108 in a lump sum as a gratuity and a bonus which was computed on the basis of his weekly pay and years of service. This sum, because it happens to be equivalent to his wages for two and a quarter weeks, should not, in my opinion, be looked upon as having been paid to him in respect to or in consideration of such a period following the termination of his employment and during which he would be deemed to continue to receive money.

Furthermore, I consider that, since the evidence clearly indicates that the said sum was given to the claimant entirely as an act of grace and not as a payment by way of wages in accordance with his contract of service or by way of damages or compensation to which he would have been entitled for loss of remuneration, it was neither a remuneration within the meaning of (i) nor a compensation within the meaning of (ii) of the above quoted section.

I wish to point out, in deference to the Court of Referees, that at the time they rendered their decision, they had no alternative but to apply the jurisprudence established in cases CU-B 258 and 420. Inasmuch as those two decisions are inconsistent with the principle now laid down in the present case, they will no longer be followed.

In arriving at my conclusions, I bore in mind that the Unemployment Insurance Commission, no doubt in the light of facts, knowledge and experience, paved the way for a more lenient interpretation to be placed on Section 29 (1) (*a*) by bringing in Benefit Regulation 5 (*a*) (P.C. 5838, effective January 12, 1949) which has since been replaced by Benefit Regulation 5 (2) (*c*). (P.C. 6126, effective December 28, 1949).

The appeal is allowed.

(Sgd.) ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 6th day of July, 1950.

Unemployment Insurance Statistics, October 1950*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of October, 1950, a total of 62,243 initial and renewal claims for unemployment insurance were filed at local offices of the Unemployment Insurance Commission. This represents a seasonal increase over the September total of 49,229 claims but a slight reduction from the October, 1949, level of 69,349 claims.

A similar picture is presented by the number of ordinary claimants on the live register. In October there were 90,301 ordinary claimants on the live unemployment register on the last working day of the month as compared with 79,263 in September and 105,937 in October, 1949.

Of the 101,924 active claimants (ordinary, short-time, and casual) on the live register on the last day of the month, 70,902 or 70 per cent were on the register seven days or more. This represents a slight decline from last month, when 65,982 out of 88,893 claimants (or 74 per cent) were on the register seven days or more.

A total of 56,790 initial and renewal claims were adjudicated during the month. Claims allowed numbered 44,320, while those disallowed or disqualified totalled 12,470. In addition, 2,919 revised claims were disqualified.

Claims disallowed because of insufficient contributions while in insurable employment numbered 5,567. Chief reasons for disqualification were: "voluntarily left unemployment without just cause" 3,865 cases; "not unemployed" 1,783 cases; "refused an offer of work and neglected an opportunity to work" 1,403 cases.

As in September, there was in October a slight increase over the previous month in the number of persons commencing benefit on initial and renewal claims. Claimants

* *See* Tables E-1 to E-7.

commencing benefit in October numbered 33,772, as compared with 32,401 in September and 41,811 in October, 1949.

During the month of October $3,570,904 was paid in benefit in respect of 1,540,670 days, as compared with $3,843,797 and 1,633,140 days in September, and $3,845,541 and 1,675,017 days in October, 1949.

For the week of October 28 to November 3, 65,682 persons received $858,376 in respect of 369,286 days. This represents a normal seasonal change from the situation for the week of September 30 to October 6, when 61,578 persons were in receipt of $812,841 in respect of 352,188 days.

Average weekly duration of benefit and amount of benefit changed only slightly between the weeks of October 28 to November 3 (5·6 days and $13.07) and September 30 to October 6 (5·7 days and $13.20).

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending October 31, 1950, showed that insurance books were issued to 3,855,937 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950—an increase of 104,938 since September 30, 1950.

As at October 31, 1950, a total of 242,931 employers were registered, representing an increase of 943 since September 30, 1950.

WAGES, HOURS AND WORKING CONDITIONS IN THE LEATHER PRODUCTS INDUSTRY, OCTOBER 1949*

Three-quarters of the plant workers in the Leather Products Industry were on a five-day week in 1949. Time and one-half was the general overtime rate, with a number of establishments paying double time for work on statutory holidays. Annual vacations with pay of one or two weeks were common in the industry. Ninety per cent of the workers were in establishments observing six or more statutory holidays; and one-half of the workers were paid for three or more of the holidays observed. Written collective agreements covered just under two-thirds of the workers in the industry.

Average hourly wage rates in the Leather Products Industry increased 4 per cent during the year ending October 1, 1949, according to annual information obtained by the Economics and Research Branch of the Department of Labour. This raised the index of wage rates in the industry to a high of 228·1 over the base year 1939 as 100. The wage increase in 1949 was the smallest annual increase since 1944, and was less than half that during the previous year when average hourly rates rose 11 per cent.

The normal work week has not changed greatly in this industry since 1947, the last year for which comparable information is available.[1] However, a slightly higher proportion of employees were on a five-day work week in 1949. There has been an increase in the number of establishments paying double time or double time and one-half for work on statutory holidays, particularly in the Leather Tanneries section of the industry. The proportion of workers in establishments which reported a

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates and certain conditions of work in their establishments during the last pay period preceding October 1, 1949.

Provincial legislation on working conditions may be obtained from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

[1] See the section on the Leather Products Industry in the article, "Wages, Hours and Working Conditions in the Fur, Leather and Their Products Industries, October, 1947." The LABOUR GAZETTE, January, 1949.

maximum vacation of two weeks with pay has increased during the two years, as has the proportion of workers being paid for some or all of the statutory holidays observed by the establishments.

The main geographical and industrial distributions of the 261 establishments and 21,368 plant workers covered in the survey of the Leather Products Industry are contained in Table I. Leather Tanning and the manufacture of Boots and Shoes are the two major industrial sections of the industry. Establishments manufacturing Leather Gloves and Mittens or Miscellaneous Leather Products comprise the remainder of the firms surveyed in the industry.

More than 96 per cent of the workers were almost equally divided between the provinces of Quebec and Ontario. The remaining workers were employed in six firms in the Maritime Provinces, eight in the Prairie Provinces and six in British Columbia. Most of the workers in the Leather Tanneries Industry were employed in Ontario, while in the Boots and Shoes Industry almost twice as many workers were employed in Quebec than in Ontario.

Wage Rates.—The index of hourly wage rates in the Boots and Shoes Industry increased four per cent in 1949. At October of that year the index had risen to 223·4 over the base year 1939 as 100. All but one of the major occupations in this industry (Table II) showed increases of from two to eight cents an hour. The greatest average hourly increases were obtained by the Male Stitchers and the Treers.

In the Leather Tanneries Industry the index of hourly wage rates increased to 246·9 over the 1939 base of 100, an increase of three per cent during the year preceding October 1949. The ten main occupations in the industry showed increases of from one to five cents an hour, with the Sorters and Shippers receiving the greatest average increase. One-half of these occupations obtained average increases of one or two cents an hour.

The Normal Work Week.—More than one-third of the plant employees in the Leather Products Industry were on a 5-day 45-hour week in 1949 (Table III). Fifteen per cent were on a 5½-day 48-hour week. Considering all of the workers regardless of the number of days worked per week, 38 per cent were normally working 45 hours, 28 per cent were working 48 hours and 13 per cent 40 hours.

The normal weekly hours of work varied greatly between the two major divisions of the industry. In the Boots and Shoes Industry, 37 per cent of the employees were on a 45-hour week and 31 per cent were on a 48-hour week; in the Leather Tanning Industry these proportions were 58 per cent and 13 per cent respectively. There was also much variation in the weekly hours of work between the two main provinces. In Quebec the largest group of workers, 48 per cent, were normally working 48 hours, whereas in Ontario the largest group, 57 per cent, were working 45 hours.

Three-quarters of the workers in the industry were on a five-day week in 1949. This proportion did not vary much between the major sections of the industry but it did vary greatly between the provinces. Sixty per cent of the plant employees in Quebec were working five days a week, as compared with over 92 per cent in Ontario.

Overtime Payment.—Time and one-half was the general rate paid for work after standard daily or weekly hours in the Leather Products Industry. Reports from most of the establishments indicated that no work was done on Sunday; but of those which did report an overtime policy for this day, all but a few paid time and one-half.

One-half of the workers were in establishments which reported paying a premium rate for work on statutory holidays. Of these employees, 53 per cent were in plants paying time and one-half, 30 per cent were in those paying double time and 9 per cent in plants paying double time and one-half. The largest group of workers in establishments paying a premium rate for work on statutory holidays were eligible to receive time and one-half in the Boots and Shoes Industry and double time in the Leather Tanneries Industry.

Vacations with Pay.—Almost one-third of the plant employees were in establishments which gave an initial vacation of two weeks with pay, generally after a year or less of employment (Table IV). All but a few of these workers were employed in the Boots and Shoes Industry. The rest of the workers were employed in establishments which gave an initial paid vacation of one week, or an equivalent, after similar periods of service.

More than 40 per cent of the employees were in establishments where the period of vacation with pay increased as the worker's term of employment lengthened. Most of these workers were those whose initial vacation of one week was increased to two weeks with pay after periods of service of from one to five years. In a few cases the maximum vacation was in-

creased to three weeks with pay after more lengthy periods of employment.

A plant shut-down for summer vacation was reported by 207 of the establishments employing almost 85 per cent of the workers. Two-thirds of these workers were in plants which closed down for one week, over 30 per cent were in those which closed down for two weeks and the remainder were in plants which did not report the period of the shut-down.

Statutory Holidays.—Almost all of the workers in the Leather Products Industry were employed in establishments which reported observing one or more statutory holidays in 1949, with about 90 per cent

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND PLANT WORKERS IN THE LEATHER PRODUCTS INDUSTRY, OCTOBER 1949

—	All Leather Industries	By Industry			By Region		
		Boots and Shoes	Leather Tanneries	Other Leather Industries	Quebec	Ontario	Other Provinces
Number of Establishments	261	133	41	87	126	115	20
Number of Plant Workers:							
Male	12,953	7,848	3,440	1,665	5,725	6,721	507
Female	8,415	6,002	338	2,075	4,628	3,479	308
Total	21,368	13,850	3,778	3,740	10,353	10,200	815

TABLE II.—AVERAGE HOURLY WAGE RATES FOR SELECTED OCCUPATIONS IN THE LEATHER PRODUCTS INDUSTRY, OCTOBER 1949

Industry and Occupation	Canada[1]	Quebec		Ontario	
	Average Wage Rate	Average Wage Rate	Range of Rates[2]	Average Wage Rate	Range of Rates[2]
	$	$	$	$	$
Leather Tanneries					
Beam House Men	.99	.76	.63— .86	1.04	.85—1.27
Buffers	.98	.79	.75— .87	1.03	.83—1.38
Finishers	.95	.76	.50— .90	.99	.80—1.20
Fleshers	1.04	.78	.75— .85	1.08	.91—1.32
Labourers	.81	.66	.60— .75	.82	.70— .95
Setters	.94	.78	.72— .87	.97	.76—1.17
Sorters and Shippers	.97	.76	.71— .82	1.01	.80—1.38
Stakers and Softeners	1.06	.89	.77—1.33	1.09	.87—1.38
Tackers	1.00	.85	.74— .99	1.04	.80—1.27
Tanners	.99	.85	.75— .90	1.01	.83—1.24
Boots and Shoes					
Buffers and Polishers	.96	.98	.76—1.22	.96	.70—1.24
Lasters	1.04	1.04	.83—1.30	1.06	.75—1.32
Machine Operators (Miscellaneous)	1.01	1.03	.71—1.39	.98	.65—1.25
Nailing Machine Operators	1.08	1.13	.88—1.38	1.01	.75—1.35
Sole Layers	.98	.94	.70—1.20	1.03	.72—1.30
Sole Leather Cutters	.94	.90	.70—1.05	1.02	.85—1.25
Stitchers, Male	1.05	1.06	.83—1.30	1.08	.80—1.38
Stitchers, Female	.64	.60	.44— .83	.69	.50— .95
Treers	1.03	1.03	.81—1.28	1.06	.83—1.40
Upper Leather Cutters	1.06	1.09	.90—1.33	1.03	.80—1.26

(1) Includes rates paid in a few establishments in the Maritime Provinces, the Prairie Provinces and British Columbia.

(2) Ranges include rates for the middle 80 per cent of the workers used in the calculation of the averages.

of them observing six or more days (Table V). The largest group of workers, 45 per cent, were in plants which observed eight statutory holidays.

Forty per cent of the workers, most of whom were in the Quebec Boot and Shoe Industry, were not paid for any of the statutory holidays if these days were not worked. About one-half of the employees were paid for three to eight of the statutory holidays: 13 per cent being paid for three, an equal proportion for five and 11 per cent for eight holidays when not worked.

Statutory holidays in this article include the number of days when a plant is not normally operating because of Dominion, Provincial or Municipal holidays or because of religious holidays regularly observed.

Collective Agreements.—Written collective agreements covering about 64 per cent of the workers in the Leather Products Industry were reported by more than 130 of the establishments. Large numbers of workers were represented by such unions as the National Union of Shoe and Leather Workers (CCL), the National Federation of Leather and Shoe Workers of Canada (CCCL), the International Fur and Leather Workers' Union of the United States and Canada (CIO-CCL) and the Boot and Shoe Workers' Union (AFL-TLC). A large number of workers in Quebec, particularly in the Boot and Shoe Industry, came directly under the Joint Committees established under the Quebec Collective Agreement Act.

TABLE III.—THE NORMAL WORK WEEK IN THE LEATHER PRODUCTS INDUSTRY NUMBER OF PLANT WORKERS BY NORMAL WEEKLY HOURS, OCTOBER 1949

Normal Weekly Hours	All Leather Industries	By Industry			By Region		
		Boots and Shoes	Leather Tanneries	Other Leather Products	Quebec	Ontario	Other Provinces
5-Day Week							
Under 40	321	321	.....	.....	321	.....	.....
40	2,815	1,458	372	985	996	1,552	267
Over 40 and under 45	1,803	994	205	604	921	815	67
45	7,847	4,874	2,196	777	2,053	5,794	.....
Over 45 and under 48	1,032	883	.....	149	238	794	.....
48	2,035	1,902	.....	133	1,591	444	.....
Over 48	44	.....	44	.....	44	.....	.....
Total	15,897	10,432	2,817	2,648	6,164	9,399	334
5½-Day Week							
Under 44	151	130	5	16	84	67	.....
44	480	309	24	147	184	18	278
Over 44 and under 48	323	268	43	12	121	202	.....
48	3,168	1,963	433	772	2,694	474	.....
Over 48	231	.....	231	.....	231	.....	.....
Total	4,353	2,670	736	947	3,314	761	278
6-Day Week							
Under 48	258	245	10	3	101	.....	157
48	600	447	75	78	525	32	43
Over 48	135	.....	132	3	132	.....	3
Total	993	692	217	84	758	32	203
All Establishments							
Under 40	321	321	.....	.....	321	.....	.....
40	2,871	1,508	377	986	1,046	1,558	267
Over 40 and under 44	1,009	484	115	410	328	681	.....
44	1,537	1,057	124	356	825	213	499
Over 44 and under 45	35	35	.....	.....	35	.....	.....
45	8,069	5,096	2,196	777	2,220	5,849	.....
Over 45 and under 48	1,188	981	43	164	244	941	3
48	5,803	4,312	508	983	4,810	950	43
Over 48	410	.....	407	3	407	.....	3
Total	21,243	13,794	3,770	3,679	10,236	10,192	815

Note: Information on the normal work week was not reported for 125 employees

TABLE IV.—VACATIONS WITH PAY IN THE LEATHER PRODUCTS INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	All Leather Industries		By Industry						By Region					
			Boots and Shoes		Leather Tanneries		Other Leather Products		Quebec		Ontario		Other Provinces	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
Initial Vacation														
One Week or Equivalent	*192*	*14,618*	*74*	*7,418*	*38*	*3,747*	*80*	*3,453*	*78*	*6,087*	*99*	*7,827*	*15*	*704*
One week after:														
No specified service	6	218	2	111	.....	.....	4	107	2	99	3	73	1	46
Less than 6 months	18	1,718	15	1,519	.....	.....	3	199	13	1,481	5	237	.....	.....
6 months	21	2,854	16	2,362	2	289	3	203	14	2,119	7	735	.....	.....
1 year	125	8,638	34	2,922	32	3,239	59	2,477	34	1,644	77	6,336	14	658
Other	4	323	1	161	2	103	1	59	.....	.....	4	323	.....	.....
2 per cent of earnings	17	859	6	343	2	116	9	400	14	736	3	123	.....	.....
½ day per month	1	8	.....	.....	.....	.....	1	8	1	8	.....	.....	.....	.....
Two Weeks or Equivalent	*68*	*6,722*	*58*	*6,404*	*3*	*31*	*7*	*287*	*48*	*4,266*	*16*	*2,373*	*4*	*83*
Two weeks after:														
No specified service	9	652	7	526	.....	.....	2	126	9	652	.....	.....	.....	.....
Less than one year	28	2,550	27	2,531	1	19	.....	.....	24	2,142	3	345	1	63
One year	29	3,406	22	3,233	2	12	5	161	13	1,358	13	2,028	3	20
4 per cent of earnings	2	114	2	114	.....	.....	.....	.....	2	114	.....	.....	.....	.....
Total	260	21,340	132	13,822	41	3,778	87	3,740	126	10,353	115	10,200	19	787
Maximum Vacation														
Two Weeks or Equivalent	*83*	*7,900*	*28*	*3,267*	*26*	*2,899*	*29*	*1,734*	*42*	*3,656*	*34*	*3,941*	*7*	*303*
Two weeks after:														
1 year	14	1,787	13	1,759	.....	.....	1	28	12	1,681	1	78	1	28
Between 1 and 5 years	23	1,269	1	14	10	516	12	739	16	671	6	572	1	26
5 years	32	3,003	10	980	11	1,489	11	534	7	485	21	2,320	4	198
Other	10	1,591	4	514	5	894	1	183	3	569	6	971	1	51
4 per cent of earnings	4	250	.....	.....	.....	.....	4	250	4	250	.....	.....	.....	.....
Three Weeks or Equivalent	*6*	*852*	*3*	*461*	*1*	*270*	*2*	*121*	*1*	*74*	*5*	*778*	.....	.....
Three weeks after:														
Less than 15 years	2	339	2	339	.....	.....	.....	.....	1	74	1	265	.....	.....
15 years	2	312	.....	.....	1	270	1	42	.....	.....	2	312	.....	.....
20 years	1	122	1	122	.....	.....	.....	.....	.....	.....	1	122	.....	.....
30 years	1	79	.....	.....	.....	.....	1	79	.....	.....	1	79	.....	.....
Other Vacation Periods	*1*	*32*	.....	.....	.....	.....	*1*	*32*	*1*	*32*	.....	.....	.....	.....
No Increase for Longer Service	*170*	*12,556*	*101*	*10,094*	*14*	*609*	*55*	*1,853*	*82*	*6,591*	*76*	*5,481*	*12*	*484*
One week or equivalent	102	5,834	43	3,690	11	578	48	1,566	34	2,325	60	3,108	8	401
Two weeks or equivalent	68	6,722	58	6,404	3	31	7	287	48	4,266	16	2,373	4	83
Total	260	21,340	132	13,822	41	3,778	87	3,740	126	10,353	115	10,200	19	787

Note: One establishment did not report information on vacations with pay.

TABLE V—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE LEATHER PRODUCTS INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	All Leather Industries		By Industry						By Region					
			Boots and Shoes		Leather Tanneries		Other Leather Industries		Quebec		Ontario		Other Provinces	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
None	2	93	2	93	.....	.....	.....	.....	1	74	1	19	.....	.....
1 to 5	23	1,938	12	1,475	1	32	10	431	14	1,261	8	671	1	6
6	25	1,970	12	1,145	3	216	10	609	13	1,143	10	658	2	169
7	30	2,744	16	1,393	6	932	8	419	11	652	18	2,064	1	28
8	113	9,533	62	6,629	16	1,607	35	1,297	39	3,383	66	5,939	8	211
9	33	2,113	13	1,339	11	290	9	484	18	1,449	9	339	6	325
10	17	1,625	8	829	3	616	6	180	15	1,114	1	465	1	46
More than 10	14	1,085	6	699	1	85	7	301	12	1,013	1	42	1	30
No information reported	4	267	2	248	.....	.....	2	19	3	264	1	3	.....	.....
Total	261	21,368	133	13,850	41	3,778	87	3,740	126	10,353	115	10,200	20	815
Number of Statutory Holidays Paid For Although Not Worked														
None	107	8,604	73	7,098	7	362	27	1,144	71	6,334	31	2,031	5	239
1	12	607	5	373	3	100	4	134	5	201	5	279	2	127
2	20	945	4	328	4	106	12	511	7	354	9	418	4	173
3	28	2,706	14	2,097	1	88	13	521	19	1,732	9	974	.....	.....
4	13	763	5	232	3	248	5	283	2	200	9	445	2	118
5	14	2,805	5	759	7	1,702	2	344	2	315	12	2,490	.....	.....
6	12	973	6	557	4	301	2	115	3	212	9	761	.....	.....
7	10	1,031	7	649	2	276	1	106	3	184	6	819	1	28
8	30	2,226	9	1,243	8	568	13	415	6	321	20	1,823	4	82
More than 8	5	180	1	55	2	27	2	98	2	80	1	52	2	48
No information reported	10	528	4	459	.....	.....	6	69	6	420	4	108	.....	.....
Total	261	21,368	133	13,850	41	3,778	87	3,740	126	10,353	115	10,200	20	815

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

November 1950 . . .

. . . was highlighted by growing shortages of skilled labour on the one hand and a slowly increasing seasonal surplus of unskilled labour on the other. As usual at this time of year, the contraction of such seasonal industries as construction and agriculture has resulted in many unskilled workers seeking alternative winter employment. Some have gone into logging camps but others were flocking to the cities where job opportunities for this type of worker were not as plentiful.

In recent months, the actual and potential demand being made on Canadian productive facilities has been steadily increasing. While the demand for both consumer durables and producers' goods has remained strong, there has also been increasing emphasis on defence requirements. By November, shortages of some metals such as steel and copper had become evident and seemed likely to intensify. Labour generally was in ample supply, although shortages of some skills were developing. There had been some movement of workers into defence plants but, as yet, no large transfer of labour from one section of manufacturing into another has occurred.

This optimistic employment picture on the one hand was somewhat obscured by the growing number of unskilled workers seeking winter jobs. Many of these had been employed in construction during the summer months, but most outside construction came to an end during November. Moreover, the heavy demand for loggers apparent earlier this fall had been satisfied to a large extent. Those being released from construction would more likely be seeking work in the larger towns and cities where there were few employment opportunities for the unskilled workers.

Thus the apparent paradox has arisen of labour shortages on the one hand and labour surpluses on the other. Many jobseekers were registering at National Employment Service offices, which were keeping up a high rate of placement activity. Nevertheless, the 186,300 registrations tallied at November 30 were 40,000 greater than at the beginning of the month, although about 35,000 less than at the same time last year.

Regional Analysis

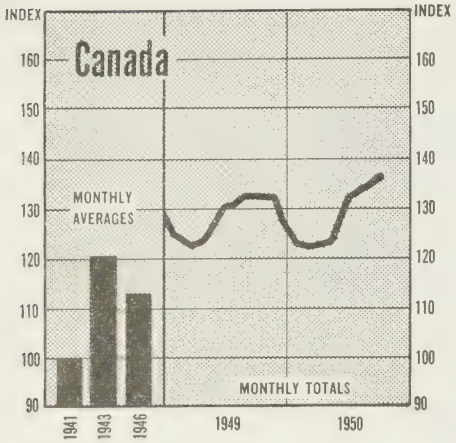
The employment picture in ***Newfoundland*** during November was one of generally sustained activity in the woods, in construction, in mining and in fishing. The approach of winter, however, brought a few more construction workers and fishermen into the labour market. The net result was a slight upturn in the number of registrations on file at National Employment Service offices, ending a decline that had continued until past the middle of the month. By November 30, applications for work totalled 3,300, almost 57 per cent below the level a year earlier. The current total represents only 2·8 per cent of the estimated Newfoundland labour force.

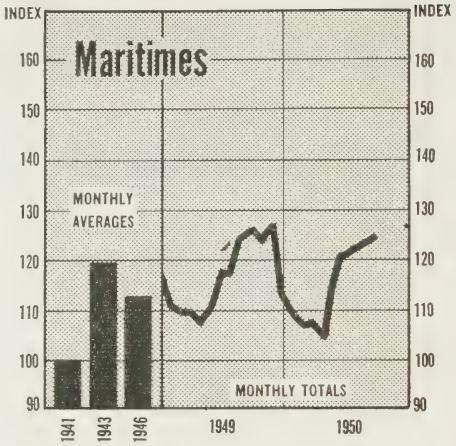
The seasonal decline in employment in the ***Maritimes*** was definitely established in November, as farming, fishing, fish processing and construction began to release workers in increasing numbers. Registrations with National Employment Service offices rose 21 per cent during the month, to total 20,500 at the month-end. Applications represented 3·8 per cent of the labour force and were 19 per cent below the comparable 1949 figure.

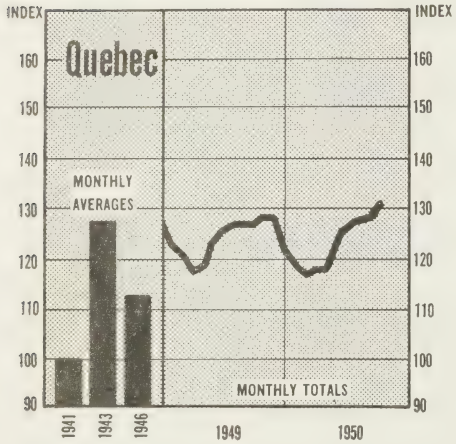
Extensive pulpwood and lumber cutting continued, although hampered by wet weather, but the demand for woods workers slackened as camps became fully staffed. Recently obtained British orders for lumber and pit props will augment the already heavy cutting programs planned for the woods this winter. Employment remained steady in both coal mining and primary iron and steel manufacturing. Because of the low prices paid for potatoes this year in Prince Edward Island

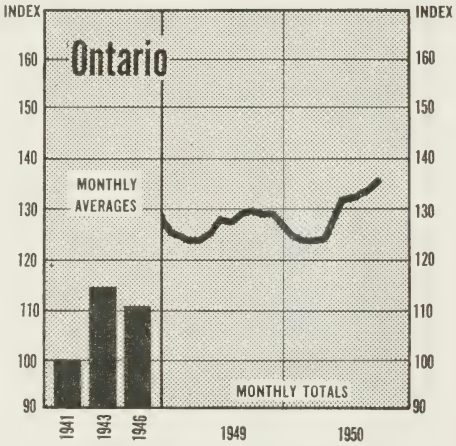
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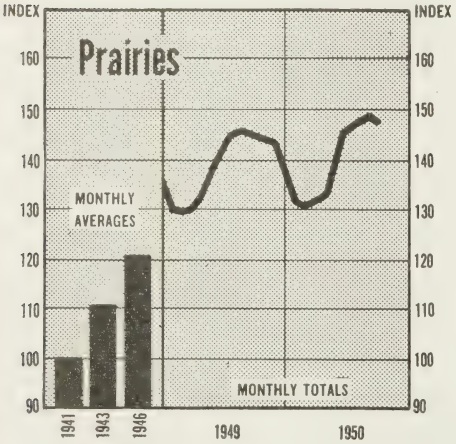
REGIONAL EMPLOYMENT TRENDS

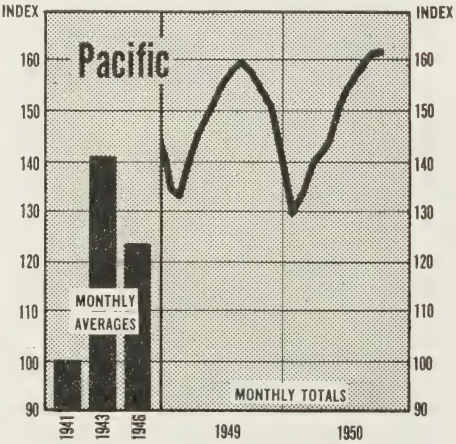












and in the Woodstock area, many farmers have not been keeping on their usual winter help and a larger than usual surplus of farm labour has developed in these districts.

In the ***Quebec*** region, by the end of November, the seasonal increase in job-seekers was well under way. Although holding up well, and with bright prospects for the winter in many areas, the construction industry released a considerable number of workers during the month as some projects were completed and others postponed because of steel and cement shortages. Men were also being released from agriculture, water transportation and some phases of pulp and paper mill operations. In addition, the demand for pulp cutters and other bush workers slackened noticeably and the expansion of sawmilling activity was retarded by continuing mild weather.

These factors, together with some slackness in textiles, clothing and wood products manufacturing in scattered areas, contributed to an increasing surplus of manpower in the Quebec region. Job applications at National Employment Service offices rose by almost 10,000 during November. The month-end total of 55,200, however, remained 18 per cent below the comparable total in 1949, when woods activity was very slack.

Small lay-offs and some short-time work have been occasioned in the heavy industries of Montreal and other centres by shortages of steel. The demand continued strong for steelworking skills, however, and for aircraft production workers, although these were already in short supply.

In the ***Ontario*** region, industries beginning work on defence contracts were conducting intensive recruiting campaigns in search of such skills as machinists, tool and die makers, foundry moulders and aircraft production workers. Steel for manufacturing, as well as for construction, was becoming increasingly difficult to obtain, while supplies of aluminum and copper were reported to be tightening in some areas. In Windsor, during the month, a combination of labour disputes, model change-overs and material shortages kept more than 20,000 persons intermittently off and on the job at auto manufacturing and feeder plants. In Oshawa also re-tooling was under way. A large number were still on indefinite lay-off at the end of November.

Gradually increasing numbers of workers being released from agriculture, seasonal manufacturing and construction brought an increase of slightly more than 8,000 in the total number of active job registrations in National Employment Service files throughout the region during November. The 46,700 total then represented only 2·5 per cent of the estimated labour force. For those who usually turn to the woods for winter work some jobs were still available although the strong demand for bush workers had eased considerably by the end of the month. It was more difficult for unskilled workers seeking jobs in the cities to find suitable employment.

In the ***Prairie*** region, the weather was the main factor in the labour market developments in November. Low temperatures with snow were general by the middle of the month. Highway, railroad construction and maintenance ceased, and in most areas the decline in building construction was sharply accelerated, with resultant lay-offs in these and allied industries. Harvesting operations also ceased, with as much as 50 per cent of the crop in parts of the northern areas still in the fields. This, together with the low grading, and consequent low prices of about one-half of the total crop, brought into the labour force some farmers who would normally remain at home.

Total registrations at employment offices rose during the month from 20,500 to 30,500 at November 30, with noticeable increases in such occupations as construction tradesmen, truck drivers and unskilled labour. This level of registrations was 3 per cent of the estimated regional labour force. The extent of the employment decline varied considerably within the region, being greatest in the north and in the centres of heavy construction activity, least in the south and in the logging areas. At the Lakehead, registrations were but half last year's total. In this area, manpower requirements in the woods were almost satisfied, and the pulp-cutting program, despite a slowdown caused by heavy snow, was up to date.

Seasonal slackening was also evident in some industries in the ***Pacific*** region. But because of the strong demand for metals and lumber, unemployment during the month of November was consistently lower than last year, in spite of unfavourable weather conditions. Active registrations at National Employment Service offices totalled 30,000 at November 30, about 8,000 more than at the beginning of the month. Part of the increase could be attributed to the annual migration from the Prairies and other parts of Canada. The ratio of registrations to the labour force stood at 7 per cent, at November 30, compared to 7·3 per cent a year ago.

The early snow this year caused temporary interruptions in logging and sawmill operations in many areas. Shingle mills, faced with continuing uncertainty in the United States market were still working on a reduced scale. Seasonal slowdowns in construction, hastened somewhat by the snow and rain, also contributed to the lower level of employment, and a considerable surplus of carpenters and unskilled construction labour was apparent at the end of the month.

The employment outlook was considerably brighter than at the same time last year, however, and part of the improvement could be attributed to the expanding base metals industry. The greatest activity was in the Nelson, Duncan and Whitehorse areas. Increased manpower requirements have been easily met so far by an influx of workers from other regions, except in Prince Rupert, where an extreme shortage of housing accommodation has made expansion of the working force difficult.

Industrial Analysis

Eastern ***logging*** operations were at the peak of the cutting season in November in one of the busiest years on record. The influx of men was heavy during the month as farm and construction work finished. As a result, the condition of general labour shortage in the industry which existed early in the fall was changing to one of "spot" shortages in some areas of northern Ontario and in parts of Quebec. Manpower requirements were nearly complete at the Head of the Lakes as a heavy movement of workers from the Prairies took place during the month. Much of this transfer of labour was arranged by the National Employment Service through clearance orders.

With the heavy cut which has been going on since June of this year, pulpwood production has been much higher in 1950 than in the previous year. In the first ten months, 6·9 million cords were cut this year for domestic mills east of the Rockies, compared to 5·2 million in 1949. Consumption had also risen and, as a result, inventories were still below what is considered normal, about 13 or 14 months' supply. At the first of November, about 9·3 million cords were on hand in all land and water positions, enough for about 9 or 10 months consumption.

The logging industry was also active in British Columbia, although operations were hampered by weather conditions. Due to snowfalls or heavy rains, temporary suspension of operations, usually just for a day or two, was necessary in several areas. Men from the Prairies were moving into the province during November and the only shortages of labour were among the more highly skilled operations.

Except for seasonal declines, ***manufacturing*** was generally operating at peak production levels. Material shortages threatened in some divisions but as yet these were not of a serious nature. Detailed analyses of the more active divisions of the industry during November follow:—

Food Products: During November, fruit and vegetable plants were finishing off their season's work and releasing their staffs, some of whom were moving into other temporary work such as tobacco processing. Soft drink manufacturers were also curtailing production as colder weather set in. The candy manufacturing industry was at peak production for the first part of November but lay-offs began during the last week of the month as Christmas work was completed. Flour mills and meat packing firms were in their busy season, although reduced stock receipts affected employment in some parts of western Canada.

Secondary forestry products: Sawmill employment in eastern Canada was declining during November as a great many mills were closing down for the season. Some of the larger mills which were continuing operations reported a shortage of saw-logs during the month. In British Columbia, the lumber industry was generally at capacity operations, with the exception of the shingle industry in which lay-offs were continuing, and a few closures in the northern interior and in areas where poor roads prevented log deliveries. Lumber production in British Columbia in the first nine months of the year was 1,800,000 fbm, about 15 per cent above the same period last year. Labour supply was generally adequate. Pulp and paper mills in all provinces were running at capacity, with pulpwood requirements so high that inventories have not yet been built up to normal levels.

Textiles: In contrast with 1949, most textile plants were busy this fall with fewer lay-offs and less short-time work. There was some movement of workers to defence plants but labour was generally in good supply although a shortage of loopers and seamers was reported by several hosiery plants. Experienced weavers were reported as scarce by some primary textile plants. Defence contracts received to the end of November have created some jobs in the textile industry although the $34,000,000

total of contracts does not bulk very large as yet in an industry whose gross value of production now is over one billion dollars annually.

Iron and steel industries: This industry group was the centre of much of the employment expansion in the manufacturing industry during November. Defence contracts have provided some of this impetus while demand for both consumer durable goods and producers' goods was also expanding. Up to the end of November, defence contracts let in this group totalled $483,000,000 allotted as follows: aircraft, $315,000,000; shipbuilding, $95,000,000; motor vehicles, $48,000,000 and armament firms, $25,000,000.

Tightening steel supplies during the month affected employment in two ways. First, employment has expanded in the basic steel industry to satisfy the strong demand and in secondary steel-using industries to the limit of available supplies. At the same time, occasional lay-offs were made in a number of firms, and expansion of operations was limited by the shortages in some instances. On the whole, however, the number of workers losing employment for any considerable period of time was not significant in terms of the total number of workers.

Buoyancy persisted in nearly every category of ***retail trade*** in spite of the recent credit restrictions imposed on instalment buying by the Federal Government, which became effective on November 1. Purchase of both automobiles and household appliances continued to claim a large portion of retail sales.

Several factors have contributed to the continuing high level of consumer buying: first, the current high labour income, now being bolstered by wage increases in many firms; secondly, some forward buying, especially of consumer durables, in case these items should become in short supply; thirdly, seasonal buying of winter clothing; fourthly, early Christmas shopping.

Although by the end of November, extra hiring had been completed to take care of the Christmas trade in nearly every town and city, no shortage of help for saleswork was evident. The additional employment at this time, however, provided opportunities for many part-time workers, especially married women seeking temporary employment. In many cases, stores take on the same part-time help year after year. By the end of November, most stores had their complement of workers.

Construction activity during November was unusually high for that time of year, although lay-offs became increasingly heavy as the season progressed and more and more projects were completed. Weather conditions in most areas were favourable enough except in the Prairie where sub-zero weather to permit the continuation of outside work, was experienced towards the month's end. Since the season was coming to an end, demand for labour was low and the number of unemployed construction workers increased during the month.

These changes were reflected in the statistics on the number of applications for work received in the National Employment Service offices from construction workers. At the end of November, there were nearly 21,000 applications on file in all offices in Canada, as against 11,000 at the beginning of the month. At December 1, 1949, the total was 27,000.

In the building construction industry, unqualified men were being laid off first; most skilled tradesmen were being kept on for inside work. In highway construction, where most of the labour force can be classified as labourers, lay-offs were proportionately heavier as this type of work is more severely affected by weather conditions. Many of the workers engaged in highway construction work, however, especially those employed by municipalities and provincial governments were being kept on for snow clearing and road maintenance during the winter months.

The general increase in economic activity this fall, together with the seasonal crop movements, resulted in an extra burden on the ***transportation*** industry and expanded employment. This increase was offset in part by lay-offs in some sections of the industry during November. In the railways, section hands, extra gangs and running tradesmen were laid off in all divisions. With inland ports closing, large numbers of stevedores were seeking other jobs.

In the movement of the western wheat crop, car receipts during November showed a decrease from last year. The movement of grain was complicated by the late harvest, shortage of railway cars and ships, and the large amount of damp and hard grain. Due to the conditions of the grain, when it arrived some elevators were operating their driers on a 24-hour basis, and required increased help.

At the close of the season, an eight per cent across-the-board wage increase was granted to crew members of six lake

shipping companies. This increase will make the 1951 monthly wage scale as follows:—

First Cook (Upper Laker)	$255.00
Wheelsman	205.00
Deckhand	170.00
Fireman	197.50
Second Cook	177.50
Porter	160.00
First Cook (Canaller)	$245.00
Watchman or Lookout	182.50
Oiler	205.00
Coalpasser	170.00
Messman	170.00

Employment Service Activities

By the beginning of December there were 43,000 jobs on file at National Employment Service offices across Canada. This was 92 per cent higher than at the same date last year and 34 per cent higher than in 1948. Despite this decided improvement, hiring standards were still high and it will be difficult during the coming winter months for many workers with no particular qualifications to get jobs.

The live file at the December 1 date showed 124,800 applications from men and 61,500 from women. Male applications had fallen by about 40,000 over the year but female applications had risen by 5,000.

The decline in applications from men over the year has been mainly in the unskilled occupations. Many men who were unemployed in 1949 at this time were working in logging camps this year. This has cut registrations for general unskilled work. In the skilled and semi-skilled group the drop in registrations was mainly in the metalworking and electrical trades, although the numbers involved were much smaller than in the unskilled trades.

Most of the increase in applications among women over the year was in clerical and sales occupations although there were also more women registered for unskilled work. The new regulations regarding married women collecting unemployment insurance has had some effect on registrations for employment and a contra-seasonal decline in applications occurred during the last week in November.

Looking more closely at the month of November, it was evident that the seasonal decline was now well under way. Some 39,000 applications were added during the four weeks November 2 to 30 with all regions but Newfoundland showing decided gains. A little less than half of the new applications were from persons in unskilled occupations, most of whom were registered for general work. Applications from skilled and semi-skilled workers in construction rose by 6,000, in transportation by 3,000. At the same time, unfilled vacancies fell off by 7,000 with the decline mainly in occupations where registrations were increasing. One of the few occupations to show a rise in vacancies during the month was sales, where jobs were being reported for the Christmas trade. Claims for unemployment insurance increased by 35,000 during November to total 125,000 at December 1 with $4·2 million paid out in unemployment insurance benefits during the month.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose 0·4 point to 171·1 between November 1 and December 1, 1950. This compares with an index level of 161·5 at December 1949. The latest increase results from slight advances in all group indexes, except rents, which were not surveyed during December. Foods moved from 218·6 to 218·8, as small increases in dairy products and fruits and vegetables over-balanced decreases in meats and eggs. The clothing index rose 0·4 point to 184·9, due to increases in men's and women's wear, piece goods and footwear. The largest group index advance was registered by home furnishings and services, which moved up 1·6 points to 176·4. Increases were general throughout this group. Slightly higher prices for coke advanced the fuel index from 140·6 to 140·7. The miscellaneous index rose 0·7 point to 134·1 following advances in items of personal care and recreation. The rent index remained unchanged at 136·4.

Between August 1939 and December 1950, the cost-of-living index advanced 69·7 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for four centres registered increases between October 2 and November 1, 1950, while declines were recorded for the other four cities. Food prices were generally lower, notably meats. On the other hand, increases occurred at

all centres for home furnishings and services and clothing. Changes were narrow for fuel and light and miscellaneous items indexes. Reflecting the results of the quarterly survey of rentals, city indexes for this series moved higher in seven instances. Saskatoon remained unchanged.

Composite city index changes between October 2 and November 1 were as follows: Vancouver +0·8 to 171·7; Saskatoon +0·5 to 168·7; Edmonton +0·4 to 164·9; Toronto +0·1 to 166·9; Winnipeg —0·1 to 165·3; Halifax —0·2 to 159·1; Saint John —0·3 to 167·5; and Montreal —0·3 to 174·8.

Wholesale Prices, October, 1950

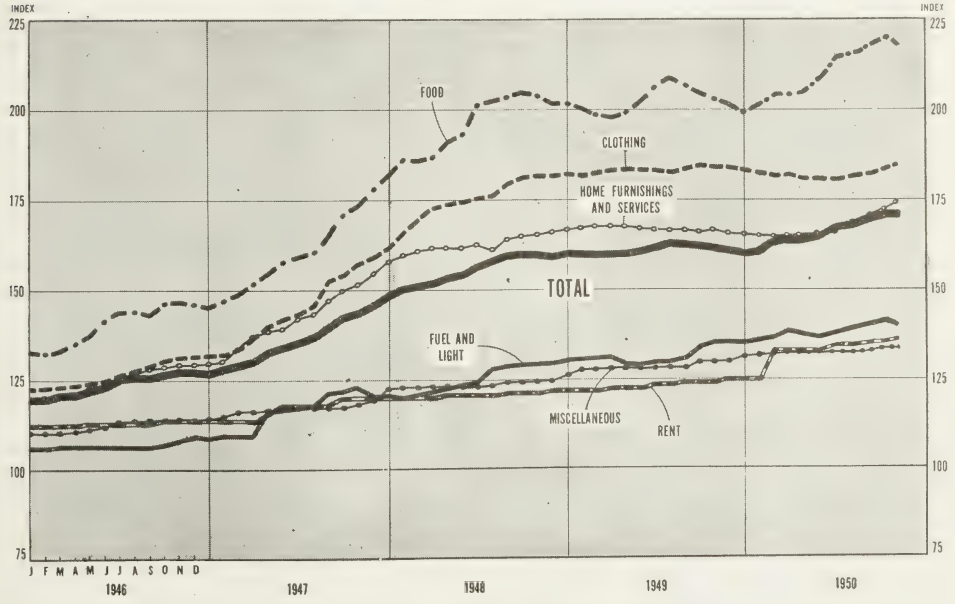
The general index of wholesale prices receded one point from an all-time high of 173·6 in September to 172·6 in October. Index changes were evenly divided in number among the eight major groups. Vegetable Products led in the downward trend with a drop of 4·0 points to 148·7; Non-ferrous Metals moved down 3·5 points to 173·0, while Wood Products followed closely with a decline of 3·4 points to 210·2; Animal Products eased 0·8 point to 181·7. Iron Products rose 4·7 points to 189·2 and Textile Products moved up 4·6 points to 194·6. Chemical Products increased 1·3 points to 129·9 and Non-metallic Minerals 0·2 point to 143·2.

Among important commodity price decreases between September and October were the following: cedar shingles 30·0 per cent; onions (average) 28·2 per cent; cocoa beans 23·3 per cent; shorts 23·1 per cent; soya bean oil 18·2 per cent; cocoanut oil 16·7 per cent; bran 16·6 per cent; ham, Montreal 15·1 per cent; lamb carcass, Vancouver, 14·5 per cent; potatoes (average) 14·4 per cent. Price increases were recorded for the following: spruce lumber, Quebec, 33·3 per cent; plate glass, 10′-15′, 22·3 per cent; turpentine 19·6 per cent; range boiler 15·7 per cent; cheese, new, coloured, Toronto 15·4 per cent; milk, fluid, Halifax 14·7 per cent; rayon yarn, 150 denier, 13·6 per cent; flannel cloth 13·0 per cent; refined glycerine 12·5 per cent.

The index of Canadian Farm Product prices at wholesale, declined 1·4 points to 141·3 between September and October. Animal Products moved down 2·0 points to 204·5 in October, when lower prices for livestock and hides and skins outweighed price increases for eggs, poultry, fresh milk and raw wool. Field Products declined 1·0 point to 103·6 influenced by decreases in potatoes, onions and grains.

COST-OF-LIVING IN CANADA FROM JANUARY 1946

(1935-39=100)



STRIKES AND LOCKOUTS*

Canada, November, 1950

Although fewer work stoppages were in existence during the month, as compared with October, more workers were involved and the time loss was greater by 20,000 days. However, in comparison with November, 1949, the time loss was down more than 85,000 days. About three-quarters of the total workers on strike during November, 1950, were involved in a one-day strike of motor vehicle factory workers at Windsor, Ont., and one-half the total time lost was caused by a strike of steel products factory workers at Montreal.

Preliminary figures for November, 1950, show 17 strikes and lockouts in existence, involving 13,714 workers, with a time loss of 49,125 man-working days, as compared with 20 strikes and lockouts in October, 1950, with 12,557 workers involved and a loss of 29,973 days. In November, 1949, there were 22 strikes and lockouts, involving 8,925 workers, and a loss of 135,690 days.

For the first 11 months of this year, preliminary figures show 131 strikes and lockouts, involving 185,843 workers, with a time loss of 1,380,796 days. In the similar period in 1949 there were 130 strikes and lockouts, with 50,670 workers involved and a loss of 1,039,628 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in November, 1950, was 0·06 per cent of the estimated working time; 0·04 per cent in October, 1950; 0·16 per cent in November, 1949; 0·15 per cent for the first 11 months of 1950; and 0·11 per cent for the first 11 months of 1949.

Of the 17 strikes and lockouts in existence during the month, one was settled in favour of the workers, three in favour of the employers, two were compromise settlements, and four were indefinite in result, work being resumed pending final settlement. At the end of the month, seven strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; department store clerks at New Westminster, B.C., August 27, 1949; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; and laundry machinery factory workers at Toronto, Ont., June 16, 1950.

* *See* Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1950, was 116 and 16 were still in progress from the previous month, making a total of 132 during the month. In all stoppages of work in progress in the period there were 44,100 workers involved and a time loss of 152,000 working days was caused.

Of the 116 disputes leading to stoppages of work which began in September, eight, directly involving 26,200 workers, arose out of demands for advances in wages, and 43, directly involving 3,100 workers, on other wage questions; three, directly involving 700 workers, on questions as to working hours; 15 directly involving 1,200 workers, on questions respecting the employment of particular classes or persons; 46, directly involving 4,900 workers, on other questions respecting working arrangements; and one directly involving 300 workers, was in support of workers involved in another dispute.

Australia

Figures for the third quarter of 1949, show 111 industrial disputes with 43,919 workers directly involved and a time loss, for workers directly and indirectly involved, of 699,364 man-working days. In the fourth quarter of 1949, there were 178 industrial disputes, directly involving 33,051 workers and a time loss of 58,124 man-working days for workers directly and indirectly involved.

During the year 1949, there were 849 industrial disputes, involving 260,720 workers directly. The time loss given was 1,333,990 man-working days for workers directly and indirectly involved.

United States

Preliminary figures for October, 1950, show 525 strikes and lockouts beginning in the month, in which 180,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,450,000 man-days. Corresponding figures for September, 1950, are 525 strikes and lockouts, involving 275,000 workers with a time loss of 3,500,000 days.

SELECTED LIST* OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Nov.	Oct.	Oct.	Oct.	Oct.	Oct.
Total Population(1) 000	.....	13,921	13,636	12,883	11,975	11,267
Labour Force—						
Civilian labour force (2) 000	.....	5,324	5,253	5,109	†	†
Persons with jobs (2) 000	.....	5,221	5,155	5,042	†	†
Male (2) 000	.....	4,107	4,012	3,932	†	†
Female (2) 000	.....	1,114	1,143	1,110	†	†
Paid workers (2) 000	.....	3,639	3,575	3,439	†	†
Persons without jobs and seeking work (2) .. 000	.....	103	98	67	†	†
Index of employment, 8 leading Inds. (3)	.....	209·4	202·2	203·3	183·3	121·7
Unemployment in trade unions (4) ..... %	.....	.....	2·2	1·0	0·3	9·1
Immigration ..... No.	.....	5,771	7,552	13,083	2,216	1,036
Adult males ..... No.	.....	2,378	2,831	4,920	257	318
Earnings and Hours—						
Total labour income $000,000	.....	.....	663	633	554	471
Per capita weekly earnings, 8 leading Inds. ..... $	.....	46.00	43.55	41.80	32.36	†
Average hourly earnings, manufacturing c	.....	105·3	99·3	94·6	†	†
Average hours worked per week, manufacturing ..	.....	42·8	42·7	43·0	†	†
Real weekly earnings, manufacturing (5)	.....	108·0	106·9	104·3	†	†
National Employment Service—						
Live Applications for employment (1st of mo.) (7) .	147·0	133·1	143·0	87·3	62·4	†
Unfilled Vacancies (1st of month) (7)	54·2	64·8	41·5	63·9	201·2	†
Placements, weekly average	.....	18·2	14·2	15·8	†	†
Unemployment Insurance—						
Ordinary live claims 000	90·3	79·3	83·5	44·8	5·7	†
Balance in fund— $000,000	.....	.....	576·9	499·8	235·7	†
Price Indexes—						
Wholesale (3)	.....	172·6	157·2	159·3	102·3	79·6
Cost of living index (6)	170·7	170·7	162·2	159·6	118·6	103·5
Residential building materials (6)	.....	.....	227·1	228·9	146·6(8)	102·3(8)
Production—						
Industrial production index (6)	.....	207·5	185·9	185·4	193·7	117·8
Mining production index (6)	.....	.....	144·9	130·7	98·7	120·8
Manufacturing index (6)	.....	218·6	194·2	197·1	214·8	117·7
Electric power ..... 000,000 k.w.h.	.....	4,385	3,975	3,774	3,482	2,590
Construction—						
Contracts awarded $000,000	.....	251·3	89·3	70·8	25·9	14·2
Dwelling units, started 000	.....	.....	9·0	7·4	†	†
Completed 000	.....	.....	9·1	8·2	†	†
Under construction 000	.....	.....	61·1	63·7	†	†
Pig iron ..... 000 tons	.....	205·8	166·0	186·4	154·1	85·8
Steel ingots and castings ..... 000 tons	.....	293·9	258·9	281·9	275·5	149·9
Inspected slaughtering, cattle 000	.....	.....	155·6	165·3	132·8	98·7
Hogs 000	.....	.....	418·1	321·2	609·1	425·9
Flour production ..... 000,000 bbls.	.....	2·11	1·87	1·95	2·05	2·09
Newsprint ..... 000 tons	.....	.....	435·7	399·8	258·3	281·0
Cement producers' shipments ..... 000,000 bbls.	.....	.....	1,466	1,373	878(9)	681(9)
Automobiles and trucks 000	.....	35·6	28·1	25·1	13·2	11·3
Gold ..... 000 fine oz	.....	.....	366·9	307·0	230·7	433·1
Copper ..... 000 tons	.....	.....	22·3	20·4	21·0	25·5
Lead ..... 000 tons	.....	.....	13·3	16·0	9·2	17·6
Nickel ..... 000 tons	.....	.....	10·8	10·3	10·9	9·4
Zinc ..... 000 tons	.....	.....	25·6	22·1	21·5	14·0
Coal ..... 000 tons	2,000	1,753	1,930	1,812	1,532	1,799
Crude petroleum ..... 000 bbls.	.....	.....	2,058	1,207	878	815
Distribution—						
Wholesale sales index, unadjusted (6)	.....	339·7	314·8	319·3	202·4	132·0
Retail sales $000,000	.....	.....	697·3	681·6	†	†
Imports, excluding gold $000,000	.....	320·6	234·3	243·4	160·1	79·1
Exports, excluding gold $000,000	.....	315·2	269·1	307·0	314·0	90·4
Railways—						
Revenue freight, ton miles 000,000	.....	.....	5,523	5,907	6,212	4,049
Car loadings, revenue freight 000	.....	385·0	370·0	388·0	331·0	270·0
Banking and Finance—						
Common stocks, index (6)	144·5	145·4	114·3	116·4	86·2	96·6
Preferred stocks, index (6)	.....	161·1	145·8	143·7	126·7	107·4
Bond yields, Dominion index (6)	93·9	92·0	89·1	96·3	97·0	111·9
Cheques cashed, individual accounts $000,000	.....	9,391	8,328	7,654	4,932	2,899
Bank loans, current public $000,000	.....	2,449	2,213	2,011	954	952
Money supply $000,000	.....	.....	4,377	4,208	3,153(8)	1,370(8)
Circulating media in hands of public $000,000	.....	.....	1,187	1,201	972	281(8)
Deposits $000,000	.....	.....	3,190	3,007	2,163(8)	1,089(8)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of September 1, for 1950, 1949 and June 1, for 1948, 1944, 1939. (2) Labour Force Survey figures given are as at August 19, 1950, August 20, 1949, September 4, 1948. Detailed figures for August 1950 will be found in the December issue of the Labour Gazette. (3) Average 1926=100. (4) Figures are as at end of quarter ending September 1949, 1948, 1944, 1939 respectively. (5) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: Average for 1946=100. (6) Average 1935-39=100. (7) Newfoundland is included after April 1, 1949. (8) Year end figures. (9)Figures for 1939-44 are production data rather than shipments.

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(Source: Immigration Branch, Department of Citizenship and Immigration)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
1949—Total	39,044	32,957	23,216	95,217
October	2,831	2,907	1,814	7,552
November	2,430	2,389	1,533	6,352
December	1,953	1,835	1,376	5,164
1950—				
January	1,234	1,414	1,062	3,710
February	1,906	1,676	1,377	4,959
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
Total (10 months 1950)	24,588	19,833	15,600	60,021
Total (10 months 1949)	34,661	28,733	20,307	83,701

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(Source: Immigration Branch, Department of Citizenship and Immigration)

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1949—						
October	259	1,479	3,654	1,501	659	7,552
November	242	1,231	3,336	915	628	6,352
December	102	848	2,645	1,134	435	5,164
1950—						
January	115	641	1,988	703	263	3,710
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
Total (10 months 1950)	1,812	11,064	31,261	10,918	4,966	60,021
Total (10 months 1949)	2,433	15,926	42,626	15,855	6,861	83,701

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(Source: Immigration Branch, Department of Citizenship and Immigration)

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total	18,118	5,938	8,336	2,998	3,654	39,044
1949—						
October	1,173	423	641	241	353	2,831
November	926	440	593	260	211	2,430
December	1,016	228	397	180	132	1,953
1950—						
January	483	152	278	180	141	1,234
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
July	1,893	323	433	220	184	3,053
August	896	242	403	232	222	1,995
September	1,180	211	368	241	262	2,262
October	842	343	581	263	349	2,378
Total (10 months 1950)	12,823	3,015	4,543	2,197	2,010	24,588
Total (10 months 1949)	16,176	5,270	7,346	2,558	3,311	34,661

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

(Source: Dominion Bureau of Statistics)

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income[1]	Total
1938—Average	22	59	9	56	59	5	209
1939—Average	23	62	8	57	59	5	215
1940—Average	27	77	11	63	62	5	245
1941—Average	29	107	16	73	67	8	299
1942—Average	30	143	18	80	73	10	354
1943—Average	31	169	18	86	78	13	395
1944—Average	33	172	13	95	83	13	409
1945—Average	35	156	15	101	90	13	410
1946—Average	42	146	24	114	103	14	443
1947—Average	47	175	33	133	113	17	518
1948—Average	52	202	40	154	126	20	593
1949—September	54	220	53	174	138	22	662
October	53	219	52	175	141	22	663
November	51	218	50	177	143	23	661
December	47	217	41	174	141	22	642
1950—January	43	213	37	166	140	22	620
February	43	216	37	166	141	21	625
March	41	218	39	168	145	22	633
April	41	219	41	171	148	22	642
May	45	221	48	175	148	22	659
June	50	229	52	180	149	23	683
July	52	231	54	182	148	24	691
August	55	231	56	172	148	24	686
September	57	242	56	186	149	25	716

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

[1]Comprises board and living allowances, employer contributions to pension and social insurance funds, and also the estimated value of board and allowances received in kind.

C—Employment, Hours and Earnings

TABLE C-1.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At October 1, employers in the eight leading industries reported a total employment of 2,197,396 and total payrolls of $101,088,040.

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1934	100·0	103·1	.....	.....	.....	96·0	104·8	95·7	.....	.....	.....	95·4
Oct. 1, 1939	121·7	117·9	103·2	130·5	130·4	126·4	121·4	116·4	104·9	134·7	121·8	118·7
Oct. 1, 1940	136·2	128·2	132·5	138·8	115·2	142·8	140·9	118·1	108·7	124·6	128·4	127·8
Oct. 1, 1943	187·5	190·8	125·5	218·4	159·8	203·0	187·2	146·4	139·2	137·1	163·5	197·4
Oct. 1, 1944	183·3	189·1	133·8	205·7	171·5	193·8	185·9	148·0	142·1	140·1	162·1	185·6
Oct. 1, 1945	168·7	170·5	124·2	185·7	153·9	175·0	169·6	147·4	141·1	142·6	160·2	174·2
Oct. 1, 1946	178·1	176·7	139·8	185·5	167·8	184·7	179·0	161·1	153·6	156·5	175·3	179·3
Oct. 1, 1947	194·8	188·2	162·7	196·5	179·2	199·3	199·6	166·8	155·7	163·1	186·1	206·0
Oct. 1, 1948	203·3	192·8	164·6	205·7	178·0	205·8	208·3	180·3	167·3	171·1	207·5	214·8
Oct. 1, 1949	202·2	192·0	165·9	208·8	172·0	199·5	209·2	185·9	173·6	170·8	214·3	211·9
Nov. 1, 1949	202·0	188·6	165·0	206·1	167·5	202·0	208·6	185·2	173·1	171·8	212·3	208·7
Dec. 1, 1949	201·8	193·7	171·4	208·0	176·6	201·9	208·7	184·5	172·0	170·8	212·4	203·2
Jan. 1, 1950	194·0	172·9	157·7	173·7	172·9	191·4	205·1	178·3	166·5	160·5	207·7	193·2
Feb. 1, 1950	187·2	165·5	148·2	168·3	163·1	185·8	201·0	168·9	159·5	145·4	198·4	174·9
Mar. 1, 1950	186·6	162·3	141·6	165·3	159·8	183·8	200·3	167·7	157·3	144·8	198·3	181·9
April 1, 1950	187·9	163·5	147·9	167·0	160·0	184·8	200·5	168·6	157·3	146·2	200·5	189·8
May 1, 1950	188·7	159·2	150·9	162·5	155·4	185·4	201·0	170·8	158·4	149·5	203·3	195·4
June 1, 1950	196·4	174·6	167·3	180·1	168·1	193·0	207·1	178·5	160·9	164·6	214·3	203·7
July 1, 1950	202·3	185·3	179·5	186·7	183·9	198·2	212·3	186·4	169·8	169·4	222·6	208·4
Aug. 1, 1950	204·4	185·8	188·2	190·9	179·0	200·6	212·8	190·5	172·8	173·1	228·6	215·0
Sept. 1, 1950	206·3	187·8	199·1	193·3	180·1	202·1	215·3	190·9	172·8	173·9	229·2	217·5
Oct. 1, 1950	209·4	189·9	199·1	194·2	183·7	207·7	219·0	189·2	172·9	173·8	224·0	217·9
Relative Weight of Employment by Provinces and Economic Areas as at October 1, 1950	100·0	6·8	0·2	3·8	2·8	28·9	42·5	12·1	5·3	2·3	4·5	9·7

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls[1]	Average Weekly Earnings	
June 1, 1941	100·0	100·0	100·0	$25·25	100·0	100·0	100·0	$25·57
Oct. 1, 1946	116·6	149·8	131·3	33.15	112·1	143·0	129·8	33.18
Oct. 1, 1947	127·6	184·9	148·1	37.39	121·2	177·5	148·8	38.04
Oct. 1, 1948	133·1	215·7	165·5	41.80	125·0	206·3	167·6	42.85
Oct. 1, 1949	132·4	223·8	172·5	43.55	124·2	214·4	175·4	44.84
Nov. 1, 1949	132·3	224·8	173·5	43.80	122·9	213·6	176·4	45.10
Dec. 1, 1949	132·2	224·7	173·5	43.81	121·7	212·9	177·5	45.38
Jan. 1, 1950	127·0	208·9	167·8	42.38	118·9	199·8	170·6	43.62
Feb. 1, 1950	122·6	209·2	174·2	43.99	118·4	207·2	177·7	45.43
Mar. 1, 1950	122·2	212·1	177·2	44.74	118·9	210·0	179·5	45.85
Apr. 1, 1950	123·1	214·2	177·7	44.88	119·3	212·3	180·7	46.20
May 1, 1950	123·6	215·7	178·2	44.99	119·5	213·4	181·2	46.33
June 1, 1950	128·6	222·6	176·6	44.59	121·5	215·9	180·3	46.11
July 1, 1950	132·5	232·1	178·7	45.13	123·8	222·9	182·8	46.73
Aug. 1, 1950	133·9	235·2	179·2	45.26	124·6	224·5	182·8	46.74
Sept. 1, 1950	135·1	232·0	175·2	44.24	126·4	225·4	180·9	46.26
Oct. 1, 1950	137·1	244·9	182·2	46.00	128·3	235·2	186·0	47.57

TABLE C-3.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision) SOURCE: *The Employment Situation*, D.B.S.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949
	$	$	$						
(a) PROVINCES									
Maritime Provinces	39.49	37.04	37.53	124·6	123·2	126·0	224·3	208·1	215·7
Prince Edward Island	34.78	31.31	33.86	185·9	185·9	154·9	295·1	265·7	240·9
Nova Scotia	39.52	37.42	37.68	115·7	115·1	124·4	201·9	190·3	206·9
New Brunswick	39.77	36.92	37.53	136·2	133·5	127·5	259·4	236·2	229·8
Quebec	43.89	42.30	41.77	132·0	128·5	126·8	241·8	226·8	221·2
Ontario	47.76	46.33	45.00	135·8	133·5	129·7	239·7	228·7	215·6
Prairie Provinces	45.80	42.32	44.02	147·5	148·8	144·9	255·1	237·8	240·9
Manitoba	45.43	41.71	43.81	138·7	138·6	139·2	237·8	218·2	230·4
Saskatchewan	44.49	40.67	42.48	136·4	136·5	134·1	234·1	214·0	219·5
Alberta	46.88	43.82	45.08	166·5	170·4	159·3	291·7	279·0	268·3
British Columbia	49.46	48.28	46.38	161·5	161·2	157·1	281·0	273·7	256·0
CANADA	46.00	44.24	43.55	137·1	135·1	132·4	244·9	232·0	223·8
(b) CITIES									
Montreal	44.56	43.30	42.48	139·5	136·1	136·3	242·3	229·7	225·9
Quebec City	38.10	37.87	36.29	122·7	123·8	122·5	226·1	226·6	215·7
Toronto	47.81	46.88	44.68	140·8	138·7	134·3	251·4	242·9	223·9
Ottawa	39.92	39.24	38.41	136·2	135·1	132·8	234·9	228·9	220·6
Hamilton	50.13	48.82	47.22	127·9	125·9	125·8	232·4	222·7	215·6
Windsor	54.64	55.91	52.19	135·3	136·3	130·5	199·0	205·1	183·4
Winnipeg	42.09	39.77	39.85	139·0	137·1	139·6	229·3	213·6	218·3
Vancouver	47.14	46.61	44.87	164·8	165·0	160·9	292·2	289·4	271·1
Halifax	36.55	36.56	35.33	132·6	132·2	130·4	212·9	211·4	201·6
Saint John	37.78	37.49	35.63	122·8	119·1	125·6	215·7	207·7	208·7
Sherbrooke	39.91	38.38	37.35	121·6	120·5	115·0	234·4	223·4	207·0
Three Rivers	44.46	43.88	42.09	144·6	146·0	136·8	247·8	247·1	222·0
Brantford	46.16	45.68	42.73	.....	.....	.....	.....	.....	.....
Kitchener-Waterloo	43.39	43.36	41.58	142·3	141·1	139·5	272·3	269·8	255·9
London	44.78	43.75	41.31	166·4	162·5	155·0	293·2	279·9	251·8
Fort William–Port Arthur	47.43	46.18	46.50	81·2	81·6	81·4	148·0	144·7	144·8
St. Catharines[1]	54.88	52.23	49.68	.....	.....	.....	.....	.....	.....
Regina	40.95	40.37	39.00	139·0	135·0	137·3	243·5	233·3	227·7
Saskatoon	39.75	38.57	38.35	155·6	160·3	156·0	283·3	283·4	272·5
Calgary	44.25	42.85	42.53	155·2	156·2	148·3	272·3	265·4	250·2
Edmonton	43.47	42.39	41.61	205·5	207·2	181·4	361·9	355·9	305·8
Victoria	45.36	44.91	42.89	156·4	157·6	151·8	280·4	279·7	258·0

[1] Includes Welland, Thorold and Merritton.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949
	$	$	$						
Manufacturing	**47.57**	**46.26**	**44.84**	**128·3**	**126·4**	**124·2**	**235·2**	**225·4**	**214·4**
Durable Goods[1]	50.97	48.73	48.20	122·3	121·1	116·1	222·1	210·2	199·2
Non-Durable Goods	44.16	43.65	41.63	132·0	129·2	129·6	247·4	239·5	229·1
Animal products—edible	44.15	42.92	43.20	144·6	150·4	142·2	252·7	255·7	241·9
Fur and products	44.94	43.26	42.76	146·3	143·4	139·5	243·6	229·9	223·0
Leather and products	34.77	34.04	33.16	103·9	102·8	108·8	192·1	186·0	190·4
Boots and shoes	33.60	32.87	31.91	102·5	102·6	108·9	193·9	190·0	195·7
Lumber and its products	43.61	41.84	40.12	135·2	136·0	125·3	271·0	261·5	232·1
Rough and dressed lumber	45.36	43.32	41.33	135·3	137·1	122·2	287·1	277·9	236·9
Furniture	41.73	40.18	39.83	168·8	166·5	157·6	256·5	243·6	230·6
Other lumber products	38.93	37.81	35.87	108·4	108·7	110·8	227·7	221·7	215·3
Plant products—edible	38.43	37.99	35.55	172·3	155·9	173·4	292·1	261·2	272·7
Pulp and paper products	54.15	53.59	50.36	146·2	146·4	141·0	267·0	264·6	239·4
Pulp and paper	61.50	61.68	56.85	134·9	136·1	130·5	262·7	265·9	235·2
Paper products	44.37	43.25	41.20	178·1	175·2	173·2	326·6	313·3	294·5
Printing and publishing	50.71	49.41	47.50	148·2	148·3	142·0	252·4	246·1	226·2
Rubber products	48.16	48.94	44.87	135·0	130·5	127·6	277·2	272·4	244·2
Textile products	37.22	36.32	35.70	118·8	114·6	115·5	230·5	217·0	215·4
Thread, yarn and cloth	40.64	39.54	39.27	116·0	113·4	108·9	249·6	237·5	226·2
Cotton yarn and cloth	39.61	38.29	38.13	99·8	97·7	89·4	204·9	193·8	176·8
Woollen yarn and cloth	39.28	38.53	37.57	102·1	99·8	99·2	225·3	216·0	208·9
Synthetic silk and silk goods	43.02	41.84	41.95	154·4	152·6	151·4	362·1	348·1	343·4
Hosiery and knit goods	34.84	34.21	33.03	110·0	103·3	112·0	210·1	193·7	202·4
Garments and personal furnishings	34.12	33.21	32.92	132·3	126·9	130·7	232·6	217·2	223·4
Other textile products	39.78	38.97	37.70	96·9	94·1	95·5	190·9	181·6	177·8
Tobacco	44.83	44.76	42.30	109·6	107·1	114·9	274·0	267·2	270·5
Beverages	49.54	49.79	47.78	177·4	187·7	175·7	296·8	315·8	283·2
Chemicals and allied products	50.98	50.22	48.01	102·0	101·2	99·1	191·0	186·6	174·9
Clay, glass and stone products	49.08	48.01	46.49	155·2	154·1	147·3	309·5	300·5	278·4
Electric llight and power	52.39	51.33	48.46	171·0	175·9	172·6	284·9	287·1	266·0
Electrical apparatus	51.18	50.48	48.68	188·1	184·0	165·1	352·7	340·3	300·7
Iron and steel products	53.18	50.18	50.35	111·1	109·7	107·3	194·3	181·1	177·5
Crude, rolled and forged products	55.10	54.85	53.17	148·3	147·9	137·1	221·9	220·4	198·1
Machinery (other than vehicles)	51.45	50.16	48.20	117·9	114·2	110·5	210·2	198·4	185·9
Agricultural implements	50.75	49.45	48.83	170·1	172·4	166·9	319·6	315·7	301·5
Land vehicles and aircraft	54.95	48.85	52.25	106·0	103·6	104·1	179·5	156·0	167·4
Automobiles and parts	57.81	57.55	55.05	136·8	137·7	124·6	206·1	206·6	178·3
Steel shipbuilding and repairing	49.74	49.24	47.50	67·7	73·2	69·9	112·3	120·2	110·7
Heating appliances	48.83	47.09	45.60	155·1	149·4	155·6	285·6	265·3	268·3
Iron and steel fabrication (n.e.s.)	53.87	53.72	50.03	102·0	102·1	102·5	232·3	232·0	216·3
Foundry and machine shop products	52.38	51.46	47.72	86·3	82·4	87·5	225·2	211·2	202·3
Other iron and steel products	50.80	49.56	47.30	106·3	105·0	98·8	197·5	190·4	170·4
Non-ferrous metal products	52.21	51.57	50.02	115·9	114·5	113·6	226·8	221·2	210·8
Non-metallic mineral products	57.60	56.43	53.72	128·0	128·6	128·1	251·9	247·8	235·2
Miscellaneous	41.12	39.94	38.56	165·1	163·5	163·7	302·2	290·8	281·4
Logging	**43.18**	**43.75**	**39.73**	**158·7**	**135·3**	**112·9**	**341·9**	**295·2**	**223·3**
Mining	**54.85**	**52.81**	**52.48**	**109·5**	**109·1**	**103·9**	**187·8**	**180·2**	**170·7**
Coal	51.28	47.51	50.88	92·6	89·2	96·9	186·4	166·3	193·8
Metallic ores	57.60	56.08	55.21	98·0	98·2	92·4	155·6	151·9	140·6
Non-metallic minerals (except coal)	52.70	51.21	47.95	197·2	201·1	168·9	381·8	378·2	298·9
Communications	**43.65**	**41.59**	**41.32**	**218·3**	**220·7**	**206·4**	**343·6**	**330·9**	**308·1**
Telegraphs	47.90	37.40	44.96	128·9	129·3	128·0	242·3	189·7	225·8
Telephones	42.60	42.06	40.30	238·5	241·6	225·5	363·8	363·8	325·3
Transportation	**54.35**	**47.27**	**51.92**	**146·7**	**143·2**	**147·4**	**243·3**	**206·7**	**233·4**
Street railways, cartage and storage	48.60	48.39	46.36	164·2	162·7	162·4	274·0	270·2	258·0
Steam railway operations	60.86	47.36	58.05	136·1	131·1	137·6	228·6	171·4	220·5
Shipping and stevedoring	46.85	44.58	44.81	135·4	133·6	138·8	244·4	229·5	239·6
Construction and Maintenance	**44.25**	**41.97**	**41.93**	**145·1**	**148·0**	**145·8**	**278·6**	**269·5**	**265·2**
Building	48.16	47.07	45.92	195·3	199·0	188·8	328·7	327·4	303·1
Highway	39.01	38.48	36.61	123·4	129·5	132·3	249·6	258·2	251·1
Railway	42.86	32.62	41.63	97·1	93·2	95·3	209·8	153·4	200·2
Services (as indicated below)	**39.00**	**28.77**	**28.43**	**150·1**	**154·7**	**146·9**	**272·0**	**269·0**	**254·1**
Hotels and restaurants	27.38	26.02	26.19	158·8	167·3	159·4	287·8	288·1	276·4
Personal (chiefly laundries)	30.05	29.20	28.73	129·6	129·9	130·5	218·6	212·9	212·0
Trade	**39.32**	**39.19**	**37.31**	**154·5**	**150·1**	**149·6**	**254·0**	**245·9**	**233·9**
Retail	36.76	36.74	34.88	150·4	145·9	145·3	252·2	244·4	231·4
Wholesale	45.57	45.18	43.24	168·9	164·6	164·5	257·5	248·8	238·9
Eight Leading Industries	**46.00**	**44.24**	**43.55**	**137·1**	**135·1**	**132·4**	**244·9**	**232·0**	**223·8**
Finance	**43.21**	**42.60**	**41.20**	**156·8**	**152·9**	**147·8**	**233·3**	**224·3**	**209·9**
Banks and trust companies	39.14	38.15	37.34	166·5	161·8	158·8	249·6	236·5	227·7
Brokerage and stock market operations	51.92	52.00	50.70	173·3	169·3	149·4	260·9	255·1	219·0
Insurance	48.13	47.96	45.96	143·0	140·0	133·6	214·3	209·0	191·0
Nine Leading Industries	**45.88**	**44.17**	**43.46**	**137·9**	**135·8**	**133·0**	**244·4**	**231·6**	**223·2**

[1] Includes iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed, with the exception of electric light and power.

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Oct. 1, 1950					Sept. 1, 1950		Oct. 1, 1949	
	Total	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	**1,125,056**	**868,318**	**256,738**	**77·2**	**22·8**	**77·7**	**22·3**	**76·8**	**23·2**
Animal products—edible	40,368	31,928	8,440	79·1	20·9	78·2	21·8	79·1	20·9
Fur and products	4,562	3,013	1,549	66·0	34·0	67·0	33·0	64·4	35·6
Leather and products	29,663	17,809	11,854	60·0	40·0	60·4	39·6	60·3	39·7
Boots and shoes	18,630	10,625	8,005	57·0	43·0	57·2	42·8	56·9	43·1
Lumber and products	91,487	84,320	7,167	92·2	7·8	92·4	7·6	92·1	7·9
Rough and dressed lumber	57,777	55,083	2,694	95·3	4·7	95·5	4·5	95·3	4·7
Furniture	20,438	17,994	2,444	88·0	12·0	88·2	11·8	88·8	11·2
Other lumber products	13,272	11,243	2,029	84·7	15·3	85·1	14·9	84·9	15·1
Plant products—edible	75,452	46,578	28,874	61·7	38·3	64·1	35·9	61·2	38·8
Pulp and paper products	118,962	95,701	23,261	80·4	19·6	80·7	19·3	80·2	19·8
Pulp and paper	51,283	48,679	2,604	94·9	5·1	95·1	4·9	94·8	5·2
Paper products	22,667	14,558	8,109	64·2	35·8	64·8	35·2	63·3	36·7
Printing and publishing	45,012	32,464	12,548	72·1	27·9	72·2	27·8	71·9	28·1
Rubber products	22,935	17,323	5,612	75·5	24·5	75·9	24·1	74·0	26·0
Textile products	166,730	77,756	88,974	46·6	53·4	47·1	52·9	45·8	54·2
Thread, yarn and cloth	62,446	40,317	22,129	64·6	35·4	64·8	35·2	64·2	35·8
Cotton yarn and cloth	24,604	15,385	9,219	62·5	37·5	62·7	37·3	61·0	39·0
Woollen yarn and cloth	14,616	8,545	6,071	58·5	41·5	58·3	41·7	58·1	41·9
Synthetic silk and silk goods	17,183	12,200	4,983	71·0	29·0	71·5	28·5	70·1	29·9
Hosiery and knit goods	23,404	8,653	14,751	37·0	63·0	37·1	62·9	36·7	63·3
Garments and personal furnishings	64,588	20,129	44,459	31·2	68·8	31·4	68·6	30·5	69·5
Other textile products	16,292	8,657	7,635	53·1	46·9	53·6	46·4	53·5	46·5
Tobacco	9,748	4,179	5,569	42·9	57·1	42·0	58·0	43·8	56·2
Beverages	20,673	18,031	2,642	87·2	12·8	88·0	12·0	88·0	12·0
Chemicals and allied products	44,780	34,304	10,476	76·6	23·4	76·2	23·8	75·4	24·6
Clay, glass and stone products	23,607	21,190	2,417	89·8	10·2	89·7	10·3	89·1	10·9
Electric light and power	35,218	30,756	4,462	87·3	12·7	87·5	12·5	88·0	12·0
Electrical apparatus	60,997	43,928	17,069	72·0	28·0	72·3	27·7	72·2	27·8
Iron and steel products	297,796	274,577	23,219	92·2	7·8	92·2	7·8	92·3	7·7
Crude, rolled and forged products	40,361	38,584	1,777	95·6	4·4	95·7	4·3	95·5	4·5
Machinery (other than vehicles)	29,873	26,321	3,552	88·1	11·9	88·1	11·9	87·8	12·2
Agricultural implements	15,376	14,498	878	94·3	5·7	94·4	5·6	93·9	6·1
Land vehicles and aircraft	120,574	113,256	7,318	93·9	6·1	93·8	6·2	94·2	5·8
Automobiles and parts	53,649	48,098	5,551	89·7	10·3	89·8	10·2	89·6	10·4
Steel shipbuilding and repairing	13,371	12,882	489	96·3	3·7	96·5	3·5	96·4	3·6
Heating appliances	8,612	8,084	528	93·9	6·1	93·6	6·4	94·1	5·9
Iron and steel fabrication (n.e.s.)	11,382	10,571	811	92·9	7·1	93·1	6·9	92·1	7·9
Foundry and machine shop products	8,220	7,816	404	95·1	4·9	95·0	5·0	95·0	5·0
Other iron and steel products	50,027	42,565	7,462	85·1	14·9	85·0	15·0	84·9	15·1
Non-ferrous metal products	46,447	40,379	6,068	86·9	13·1	87·1	12·9	86·7	13·3
Non-metallic mineral products	16,221	14,757	1,464	91·0	9·0	90·9	9·1	90·9	9·1
Miscellaneous	19,410	11,789	7,621	60·7	39·3	61·4	38·6	60·7	39·3
Logging	**75,777**	**74,628**	**1,149**	**98·5**	**1·5**	**98·5**	**1·5**	**98·2**	**1·6**
Mining	**91,189**	**89,121**	**2,068**	**97·7**	**2·3**	**97·6**	**2·4**	**97·8**	**2·2**
Coal	23,297	23,078	219	99·1	0·9	99·0	1·0	99·1	0·9
Metallic ores	46,750	45,899	851	98·2	1·8	98·1	1·9	98·0	2·0
Non-metallic minerals (except coal)	21,142	20,144	998	95·3	4·7	95·0	5·0	95·5	4·5
Communications	**58,870**	**27,420**	**31,450**	**46·6**	**53·4**	**46·6**	**53·4**	**47·4**	**52·6**
Telegraphs	8,776	7,175	1,601	81·8	18·2	82·0	18·0	81·3	18·7
Telephones	46,453	17,637	28,816	38·0	62·0	38·0	62·0	39·2	60·8
Transportation	**189,443**	**177,457**	**11,986**	**93·7**	**6·3**	**94·2**	**5·8**	**93·9**	**6·1**
Street railways, cartage and storage	65,880	61,234	4,646	92·9	7·1	92·9	7·1	93·1	6·9
Steam railway operation	93,205	87,431	5,774	93·8	6·2	94·9	5·1	94·3	5·7
Shipping and stevedoring	30,358	28,792	1,566	94·8	5·2	94·6	5·4	94·4	5·6
Construction and Maintenance	**268,397**	**263,152**	**5,245**	**98·0**	**2·0**	**98·1**	**1·9**	**98·2**	**1·8**
Building	136,193	132,676	3,517	97·4	2·6	97·5	2·5	97·5	2·5
Highway	90,213	88,638	1,575	98·3	1·7	98·2	1·8	98·5	1·5
Railway	41,991	41,838	153	99·6	0·4	99·8	0·2	99·7	0·3
Services (as specified below)	**78,896**	**38,998**	**39,898**	**49·4**	**50·6**	**49·5**	**50·5**	**48·4**	**51·6**
Hotels and restaurants	47,518	24,159	23,359	50·8	49·2	50·7	49·3	49·8	50·2
Personal (chiefly laundries)	19,802	7,302	12,500	36·9	63·1	37·7	62·3	38·0	62·0
Trade	**309,768**	**193,974**	**115,794**	**62·6**	**37·4**	**63·7**	**36·3**	**61·9**	**38·1**
Retail	219,921	125,749	94,172	57·2	42·8	58·2	41·8	56·2	43·8
Wholesale	89,847	68,225	21,622	75·9	24·1	77·1	22·9	75·7	24·3
Eight Leading Industries	**2,197,396**	**1,733,068**	**464,328**	**78·9**	**21·1**	**79·3**	**20·7**	**78·6**	**21·4**
Finance	**97,484**	**50,474**	**47,010**	**51·8**	**48·2**	**52·3**	**47·7**	**52·5**	**47·5**
Banks and trust companies	55,154	26,865	28,289	48·7	51·3	49·1	50·9	49·0	51·0
Brokerage and stock market operations	4,178	2,705	1,473	64·7	35·3	64·0	36·0	65·0	35·0
Insurance	38,152	20,904	17,248	54·8	45·2	55·5	44·5	56·3	43·7
Nine Leading Industries	**2,294,880**	**1,783,542**	**511,338**	**77·7**	**22·3**	**78·2**	**21·9**	**77·6**	**22·4**

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Oct. 1, 1945	44·7	45·0	44·5	67·8	75·4	60·1
Oct. 1, 1946	42·9	42·8	42·9	71·4	77·8	65·7
Oct. 1, 1947	43·1	43·5	42·6	83·4	90·6	76·2
Oct. 1, 1948	43·0	43·3	42·7	94·6	102·6	86·6
Oct. 1, 1949	42·7	43·0	42·5	99·3	107·8	91·0
Nov. 1, 1949	42·8	42·8	42·9	99·5	108·0	91·4
Dec. 1, 1949	42·9	43·0	42·9	100·0	108·7	91·5
*Jan. 1, 1950	39·9	40·3	39·6	101·1	109·3	92·9
Feb. 1, 1950	42·3	42·2	42·4	100·9	109·5	92·6
Mar. 1, 1950	42·5	42·6	42·5	101·4	109·8	93·1
Apr. 1, 1950	42·8	*43·0	42·6	101·7	110·0	93·6
May 1, 1950	42·6	42·9	42·4	102·5	110·6	94·3
June 1, 1950	42·0	42·2	41·7	103·5	111·4	95·5
July 1, 1950	42·5	42·9	42·2	103·9	111·8	95·7
Aug. 1, 1950	42·5	42·7	42·2	104·2	112·5	95·8
Sept. 1 [1] 1950	41·9	41·5	42·4	104·4	112·9	95·9
Oct. 1, 1950	42·8	43·0	42·7	105·3	114·3	96·3

* The averages at this date were affected by loss of working time at the year-end holiday in the case of January 1.
[1] See footnote 4 to Table C-9.

TABLE C-7.—AVERAGE WEEKLY WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week preceding	All Manufactures [1]	Durable Manufactured Goods	Non-Durable Manufactured Goods
	$	$	$
Oct. 1, 1945	30.31	33.93	26.88
Oct. 1, 1946	30.63	33.30	28.19
Oct. 1, 1947	35.95	39.41	32.46
Oct. 1, 1948	40·68	44.43	36.98
Oct. 1, 1949	42.40	46.35	38.68
Nov. 1, 1949	42.59	46.22	39.21
Dec. 1, 1949	42.90	46.74	39.25
*Jan. 1, 1950	40.34	44.05	36.79
Feb. 1, 1950	42.68	46.21	39.26
Mar. 1, 1950	43.10	46.77	39.57
Apr. 1, 1950	43.53	47.30	39.87
May 1, 1950	43.67	47.45	39.98
June 1, 1950	43.47	47.01	39.82
July 1, 1950	44.16	47.96	40.39
Aug. 1, 1950	44.29	48.04	40.43
Sept. [2], 1950	43.74	46.85	40.66
Oct. 1, 1950	45·07	49.15	41·12

*See footnote to Table C-6. [1] Exclusive of electric light and power. [2] See footnote 4 to Table C-9.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949	Oct. 1, 1950	Sept. 1, 1950	Oct. 1, 1949
Nova Scotia	43·8	42·9	43·5	90·7	91·0	90·8
New Brunswick	46·1	43·6	45·4	92·8	90·7	88·6
Quebec	44·8	43·8	44·4	94·5	93·3	90·1
Ontario	42·2	41·5	42·2	111·2	110·5	104·1
Manitoba	42·1	39·2	42·8	102·0	98·8	96·6
Saskatchewan	42·8	40·8	42·6	106·9	104·2	102·4
Alberta	40·6	39·4	42·2	105·5	103·0	100·8
British Columbia	39·1	38·1	38·1	126·5	125·5	118·1
Montreal	43·1	41·5	42·9	99·5	97·9	95·1
Toronto	41·5	40·8	41·1	109·8	108·4	102·7
Hamilton	40·7	39·7	42·0	123·5	122·7	113·2
Windsor	40·2	42·2	40·7	133·4	133·5	125·7
Winnipeg	41·7	38·6	42·5	101·1	97·8	95·8
Vancouver	38·6	37·3	37·8	126·0	125·0	117·5

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Oct. 1 1950	Sept.1 1950[4]	Oct. 1 1949	Oct. 1 1950	Sept.1 1950[4]	Oct. 1 1949	Oct. 1 1950	Sept.1 1950[4]	Oct. 1 1949
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Manufacturing	**42·8**	**41·9**	**42·7**	**105·3**	**104·4**	**99·3**	**45.07**	**43.74**	**42.40**
*Durable manufactured goods	43·0	41·5	43·0	114·3	112·9	107·8	49.15	46.85	46.35
Non-durable manufactured goods	42·7	42·4	42·5	96·3	95·9	91·0	41.12	40.66	38.68
Animal products—edible	41·7	41·8	41·9	100·5	97·9	98·3	41.91	40.92	41.19
Dairy products	46·9	46·9	45·5	79·0	76·9	75·9	37.05	36.07	34.53
Meat products	41·6	41·8	42·7	111·4	109·3	109·2	46.34	45.69	46.63
Leather products	40·4	40·0	40·7	80·3	79·0	75·7	32.44	31.60	30.81
Leather boots and shoes	39·6	39·2	40·1	78·1	76·8	73·3	30.93	30.11	29.39
*Lumber products	42·7	41·5	42·2	98·3	96·6	90·9	41.97	40.09	38.36
Rough and dressed lumber	42·2	41·0	41·5	104·1	102·0	96·0	43.93	41.82	39.84
Containers	44·4	43·7	44·5	84·1	81·9	76·3	37.34	35.79	33.95
Furniture	43·6	42·2	43·2	91·0	89·6	86·7	39.68	37.81	37.45
*Musical instruments	45·5	42·9	45·5	88·9	87·2	85·2	40.45	37.41	38.77
Plant products—edible	43·3	42·5	42·0	79·8	79·4	76·4	34.55	33.75	32.09
Flour and other milled products	46·6	43·9	46·4	99·9	98·1	95·9	46.55	43.07	44.50
Fruit and vegetable preserving	42·7	38·6	39·2	73·9	73·2	72·9	31.56	28.26	28.58
Bread and bakery products	44·4	45·1	43·7	83·4	82·0	79·0	37.03	36.98	34.52
Chocolate and cocoa products	42·5	41·7	42·9	70·4	70·2	66·4	29.92	29.27	28.49
Pulp and paper products	45·6	45·3	45·1	116·1	115·7	108·5	52.94	52.41	48.93
Pulp and paper mills	49·0	49·2	47·9	120·8	120·4	113·8	59.19	59.24	54.51
Paper products	44·0	42·8	44·0	92·0	91·4	85·8	40.48	39.12	37.75
Printing and publishing	40·8	40·1	41·0	124·0	122·8	114·8	50.59	49.24	47.07
Rubber products	41·5	42·0	40·9	110·8	112·1	102·9	45.98	47.08	42.09
Textiles—all branches	41·4	40·8	41·4	83·6	82·8	80·6	34.61	33.78	33.37
Thread, yarn and cloth	43·5	43·5	43·8	87·3	85·9	84·8	37.98	37.37	37.14
Cotton yarn and cloth	41·4	42·6	42·6	88·9	86·6	86·3	36.80	36.89	36.76
Woollen yarn and cloth	43·9	43·5	43·6	84·0	82·9	79·7	36.88	36.06	34.75
Synthetic silk and silk goods	46·4	44·9	45·6	87·5	86·9	86·7	40.60	39.02	39.54
Hosiery and knit goods	41·0	40·2	41·2	78·8	78·3	75·3	32.31	31.48	31.02
Garments and personal furnishings	38·4	37·5	38·3	79·6	79·2	76·9	30.57	29.70	29.45
Tobacco	41·5	41·4	43·6	100·5	99·9	89·3	41.71	41.36	38.93
Beverages	42·7	43·2	43·3	103·8	103·2	99·3	44.32	44.58	43.00
Distilled and malt liquor	42·4	42·7	42·0	109·2	109·7	105·3	46.30	46.84	44.23
Chemicals and allied products	43·5	43·1	43·7	106·1	104·5	99·3	46.15	45.04	43.39
Drugs and medicines	41·1	41·6	41·6	89·3	87·1	82·9	36.70	36.23	34.49
*Clay, glass and stone products	45·3	44·3	45·8	104·8	104·0	98·1	47.47	46.07	44.93
Glass products	45·9	43·6	45·9	100·5	100·3	93·7	46.13	43.73	43.01
Lime, gypsum and cement products	46·0	45·7	47·4	104·7	103·8	99·2	48.16	47.44	47.02
*Electrical apparatus	41·7	41·1	41·8	116·5	116·0	109·3	48.58	47.68	45.69
Heavy electrical apparatus[1]	41·0	41·2	42·7	132·3	132·4	121·7	54.24	54.55	51.97
*Iron and steel products	43·0	41·1	43·1	120·0	118·7	113·5	51.60	48.79	48.92
Crude, rolled and forged products	42·4	42·4	43·2	126·8	126·6	120·0	53.76	53.68	51.84
Primary iron and steel	41·9	42·1	43·1	128·8	128·6	122·2	53.97	54.14	52.67
Machinery (other than vehicles)	44·1	43·1	43·5	111·7	110·2	104·9	49.26	47.50	45.63
Agricultural implements	39·1	38·0	41·1	124·1	123·8	113·8	48.52	47.04	46.77
Land vehicles and aircraft	43·3	39·0	43·4	124·2	123·4	118·5	53.78	48.13	51.43
Railway rolling stock	44·2	34·0	44·3	115·6	112·0	113·7	51.10	38.08	50.37
Automobiles and parts	41·7	42·3	42·4	133·2	131·8	125·4	55.54	55.75	53.17
Aeroplanes and parts	47·8	43·7	43·8	118·7	116·7	110·7	56.74	51.00	48.49
Steel shipbuilding and repairing	42·4	43·3	41·9	113·8	110·6	109·2	48.25	47.89	45.75
Iron and steel fabrication n.e.s.	42·8	42·7	42·6	116·5	116·7	108·4	49.86	49.83	46.18
Hardware, tools and cutlery	43·2	42·4	42·8	104·6	102·0	98·6	45.19	43.25	42.20
Foundry and machine shop products	43·3	43·1	42·3	119·3	117·3	111·0	51.66	50.56	46.95
Sheet metal work	42·9	43·2	42·8	109·8	109·2	102·4	47.10	47.17	43.83
*Non-ferrous metal products	43·3	42·9	43·5	113·4	112·8	108·9	49.10	48.39	47.37
Smelting and refining	43·8	43·8	44·4	123·8	123·6	118·1	54.22	54.14	52.44
Aluminum and its products	43·0	42·2	43·2	102·0	101·1	100·3	43.86	42.66	43.33
Brass and copper manufacturing	43·5	42·2	42·4	109·9	108·1	106·1	47.81	45.62	44.99
Non-metallic mineral products	42·5	42·3	42·1	126·9	124·1	118·9	53.93	52.49	50.06
Petroleum and its products	40·9	40·7	41·3	138·0	134·0	126·3	56.44	54.54	52.16
Miscellaneous manufactured products	42·1	41·2	42·2	91·7	90·1	86·1	38.61	37.12	36.33
Mining	**43·1**	**41·7**	**43·8**	**123·0**	**121·1**	**116·8**	**53.01**	**50.50**	**51.16**
Coal	39·1	35·4	39·4	128·9	129·3	127·7	50.40	45.77	50.31
Metallic ores	44·5	43·8	45·8	124·3	122·2	116·4	55.31	53.52	53.31
Non-metallic minerals (except coal)	44·8	43·9	44·9	112·5	109·8	102·5	50.40	48.20	46.02
Local Transportation[2]	**45·5**	**45·3**	**45·6**	**106·2**	**105·9**	**101·4**	**48.32**	**47.97**	**46.24**
Building Construction	**40·7**	**40·2**	**41·5**	**115·7**	**114·1**	**108·2**	**47.09**	**45.87**	**44.90**
Highway Construction	**41·8**	**41·9**	**38·6**	**88·2**	**86·7**	**85·4**	**36.87**	**36.33**	**32.96**
Services (as indicated below)	**42·7**	**41·8**	**42·0**	**66·5**	**64·5**	**64·3**	**28.40**	**26.96**	**27.01**
Hotels and restaurants	43·7	42·6	42·5	64·9	62·2	63·1	28.36	26.50	26.82
Personal (chiefly laundries)	40·9	40·1	40·9	70·1	69·3	66·9	28.67	27.79	27.36

* Durable manufactured goods industries.

[1] Based upon June 1, 1941, as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows: 1950, Aug. 1, 248·0; Sept. 1, 251·2; and Oct. 1, 251·0; 1949, Oct. 1, 230·9.

[2] Chiefly street and electric railways.

[3] For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

[4] The situation in the last pay periods in August was affected by the railway dispute. The amount of change resulting from this occurrence is impossible to assess.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes have been calculated on a similar base (Average 1946=100).

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	45·0	69·4	31.23	103·3	96·7	106·8
Monthly Average 1946	43·2	70·0	30.24	100·1	100·0	100·1
Monthly Average 1947	43·0	80·2	34.46	114·0	109·6	104·0
Monthly Average 1948	42·7	91·3	38.99	129·0	125·4	102·9
Monthly Average 1949	42·4	98·6	41.81	138·4	130·1	106·4
Week preceeding:						
January 1, 1948	43·2*	86·6	37.41*	123·8	120·0	103·2
February 1, 1948	42·8	86·6	37.06	122·6	121·4	101·0
March 1, 1948	43·2	88·0	38.02	125·8	122·0	103·1
April 1, 1948	43·2*	89·0	38.45*	127·2	122·7	103·7
May 1, 1948	43·1	89·4	38.53	127·5	124·0	102·8
June 1, 1948	41·7	91·4	38.11	126·1	124·8	101·0
July 1, 1948	42·0	92·3	38·77	128·3	126·9	101·1
August 1, 1948	42·1	92·7	39.03	129·2	127·4	101·4
September 1, 1948	41·7	93·4	38.95	128·9	128·6	100·2
October 1, 1948	43·0	94·6	40.68	134·6	129·1	104·3
November 1, 1948	43·1	95·5	41.16	136·2	129·1	105·5
December 1, 1948	43·2	96·0	41.47	137·2	128·6	106·7
January 1, 1949	43·2*	97·2	41.99*	138·9	129·1	107·6
February 1, 1949	42·9	97·2	41.70	138·0	129·0	107·0
March 1, 1949	43·0	97·6	41.97	138·9	128·8	107·8
April 1, 1949	42·9	98·2	42.13	139·4	128·9	108·1
May 1, 1949	41·8*	98·6	41.21*	136·4	129·0	105·7
June 1, 1949	40·8	99·1	40.43	133·8	129·9	103·0
July 1, 1949	41·8	99·1	41.42	138·1	131·1	104·6
August 1, 1949	41·9	98·8	41.40	137·0	131·7	104·0
September 1, 1949	42·4	98·4	41.72	137·1	131·3	105·2
October 1, 1949	42·7	99·3	42.40	140·3	131·2	106·9
November 1, 1949	42·8	99·5	42.59	140·9	130·8	107·7
December 1, 1949	42·9	100·0	42.90	142·0	130·7	108·6
January 1, 1950	42·6*	101·1	43.07*	142·5	130·3	109·4
February 1, 1950	42·3	100·9	42.68	141·2	130·7	108·0
March 1, 1950	42·5	101·4	43.10	142·6	132·4	107·7
April 1, 1950	42·8	101·7	43.53	144·0	132·7	108·5
May 1, 1950	42·4*	102·5	43.46*	143·8	132·7	108·4
June 1, 1950	42·0	103·5	43.47	143·8	133·8	107·5
July 1, 1950	42·5	103·9	44.16	146·1	135·5	107·8
August 1, 1950	42·5	104·2	44.29	146·6	136·3	107·6
September 1, 1950	41·9	104·4	43.74	144·7	137·4	105·3
October 1, 1950(1)	42·8	105·3	45.07	149·1	138·1	108·0

* Figures adjusted for holidays. The actual figures are : January 1, 1948, 38·3 hours, $33.17; April 1, 1948, 41·6 hours, $37.02; January 1, 1949, 40·6 hours, $39.46; May 1, 1949, 42·5 hours, $41.91; January 1, 1950, 39·9 hours, $40.34; May 1, 1950, 42·6 hours, $43.67.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

(Source: Form UIC 757)

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
December 1945	66,008	26,865	92,873	141,673	38,038	179,711
December 1946	68,818	38,707	107,525	110,465	29,003	139,468
December 1947	35,947	22,325	58,272	82,990	33,584	116,574
December 1948	17,841	16,808	34,649	92,144	37,408	129,552
December 1949	10,400	12,085	22,485	164,345	56,439	220,784
January 1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950	8,315	10,076	18,391	301,039	74,557	375,596
March 1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950[1]	.....	.....	.....	.....	.....	.....

[1] Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 2, 1950

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From September 28, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	**887**	**209**	**1,096**	**−2,920**	**−72·7**
Logging	**21,342**	**6**	**21,348**	**+4,556**	**+27·1**
Pulpwood	18,111	4	18,115	+4,388	+32·0
Lumber	3,127	2	3,129	+135	+4·5
Other logging	104	.....	104	+33	+46·5
Mining	**847**	**18**	**865**	**−574**	**−39·9**
Coal	183	.....	183	+52	+39·7
Metallic ores—					
Iron	40	.....	40	−30	−42·9
Gold	157	6	163	−211	−56·4
Nickel	348	.....	348	−294	−45·8
Other metallic ores and non-metallic minerals	71	1	72	−72	−50·0
Prospecting and oil producing	48	11	59	−19	−24·4
Manufacturing	**5,522**	**3,321**	**8,843**	**−4,542**	**−33·9**
Food and kindred products	492	206	698	−766	−52·3
Textiles, apparel, etc.	556	1,826	2,382	−991	−29·4
Lumber and finished lumber products	781	66	847	−634	−42·8
Pulp and paper products and printing	339	238	577	−813	−58·5
Chemicals and allied products	247	124	371	−75	−16·8
Products of petroleum and coal	16	6	22	−18	−45·0
Rubber products	65	46	111	−94	−45·9
Leather and products	158	219	377	−59	−13·5
Stone, clay and glass products	144	28	172	−101	−37·0
Iron and steel and products	636	71	707	−221	−23·8
Non-ferrous metals and products	303	75	378	−290	−43·4
Machinery	434	68	502	−91	−15·4
Electrical equipment and products	285	140	425	−70	−14·2
Transportation equipment and other manufacturing	1,066	208	1,274	−319	−20·0
Construction	**3,924**	**58**	**3,982**	**−2,392**	**−37·5**
Transportation and Storage	**1,525**	**90**	**1,615**	**−451**	**−21·8**
Communications and Other Public Utilities	**333**	**204**	**537**	**−20**	**−3·6**
Trade	**2,578**	**2,222**	**4,800**	**−2,153**	**−31·0**
Wholesale	866	438	1,304	−590	−31·2
Retail	1,712	1,784	3,496	−1,563	−30·9
Finance, Insurance, Real Estate	**1,009**	**714**	**1,723**	**−64**	**−3·6**
Service	**3,178**	**6,243**	**9,421**	**−2,002**	**−17·5**
Public	1,234	598	1,832	+371	+25·4
Domestic	108	3,038	3,146	−639	−16·9
Personal	1,106	2,300	3,406	−1,401	−29·2
Other service	730	307	1,037	−333	−24·3
All Industries	**41,145**	**13,085**	**54,230**	**−10,562**	**−16·3**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT NOVEMBER 2, 1950

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,246	338	1,584	3,106	990	4,096
Clerical Workers	2,319	3,231	5,550	5,451	17,111	22,562
Sales Workers	1,483	1,129	2,612	3,315	8,199	11,514
Personal and Domestic Service Workers	754	5,123	5,877	10,063	10,453	20,516
Seamen	39	.....	39	872	11	883
Agriculture and Fishing	755	.....	755	952	203	1,155
Skilled and semiskilled workers	28,298	2,219	30,517	31,657	10,012	41,669
Food and kindred products	92	78	170	691	508	1,199
Textiles, clothing, etc.	219	1,623	1,842	1,295	5,629	6,924
Lumber and wood products	21,505	1	21,506	2,498	41	2,539
Pulp, paper and printing	100	19	119	387	359	746
Leather and products	91	160	251	734	626	1,360
Stone, clay and glass products	34	.....	34	92	28	120
Metalworking	1,486	32	1,518	3,914	331	4,245
Electrical	187	54	241	718	251	969
Transportation equipment, n.e.c.	83	.....	83	322	70	392
Mining	218	.....	218	623	4	627
Construction	1,605	.....	1,605	6,893	.....	6,893
Transportation (except seamen)	1,046	10	1,056	4,991	39	5,030
Communications and public utility	48	.....	48	197	2	199
Trade and service	237	150	387	1,066	918	1,984
Other skilled and semiskilled	1,086	75	1,161	4,937	973	5,910
Foremen	69	8	77	670	148	818
Apprentices	192	9	201	1,629	85	1,714
Unskilled Workers	6,250	1,045	7,295	34,274	10,334	44,608
Food and tobacco	185	91	276	758	1,787	2,545
Lumber and lumber products	265	10	275	1,338	248	1,586
Metalworking	302	51	353	1,228	230	1,458
Construction	2,136	.....	2,136	4,353	3	4,356
Other unskilled workers	3,362	893	4,255	26,597	8,066	34,663
Total	**41,144**	**13,085**	**54,229**	**89,690**	**57,313**	**147,003**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF OCTOBER, 1950

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	1,216	1,352	1,162
Logging	2,819	1,045	736
Mining	341	351	254
Manufacturing	5,934	6,348	4,372
Food and kindred products	908	996	696
Textiles, apparel, etc.	927	984	636
Lumber and finished lumber products	757	819	622
Pulp and paper products and printing	423	429	283
Chemicals and allied products	239	259	158
Products of petroleum and coal	31	34	22
Rubber products	76	88	64
Leather and products	173	167	107
Stone, clay and glass products	203	230	155
Iron and steel and products	583	642	466
Non-ferrous metals and products	265	271	187
Machinery	324	353	227
Electrical equipment and products	294	306	203
Transportation equipment and other manufacturing	731	770	546
Construction	4,446	4,551	3,546
Transportation and Storage	1,364	1,374	1,036
Communications, and Other Public Utilities	243	257	159
Trade	3,316	3,812	2,393
Finance, Insurance, Real Estate	428	471	229
Service	6,087	6,058	4,297
All Industries	**26,194**	**25,619**	**18,184**

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 29 TO NOVEMBER 2, 1950: UNPLACED APPLICANTS AS AT NOVEMBER 23, 1950

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Nov. 23 1950
					Regular	Casual		
Newfoundland	**286**	**170**	**1,818**	**635**	**252**	**16**	**3,311**	**2,989**
Corner Brook	141	157	231	283	78	16	334	410
Grand Falls	2	1	95	1	1	.....	326	308
St. John's	143	12	1,492	351	173	.....	2,651	2,271
Prince Edward Island	**1,061**	**177**	**1,155**	**882**	**1,308**	**61**	**774**	**974**
Charlottetown	494	143	619	429	424	41	527	617
Summerside	567	34	536	453	884	20	247	357
Nova Scotia	**3,827**	**1,195**	**7,710**	**4,623**	**2,257**	**540**	**9,102**	**10,165**
Amherst	276	1	439	291	260	16	252	273
Bridgewater	26	8	198	26	14	2	259	328
Halifax	1,931	966	2,924	1,835	924	236	3,412	3,840
Inverness	26	3	90	24	24	.....	145	157
Kentville	308	73	375	225	207	9	420	535
Liverpool	11	4	139	14	4	.....	209	220
New Glasgow	419	56	974	709	328	64	940	1,088
Springhill	9	.....	116	23	6	.....	177	209
Sydney	553	42	1,534	1,127	327	169	2,166	2,232
Truro	152	40	362	188	80	15	375	483
Yarmouth-Shelburne	116	2	559	161	83	29	747	800
New Brunswick	**2,934**	**1,064**	**6,487**	**3,138**	**1,884**	**471**	**7,175**	**8,831**
Bathurst	104	56	225	66	37	8	311	404
Campbellton	145	76	273	142	79	24	314	425
Edmundston	132	16	315	183	157	10	215	318
Fredericton	315	153	471	320	203	49	357	424
Minto	116	42	145	113	83	.....	185	207
Moncton	1,206	409	2,135	1,332	675	231	1,921	2,488
Newcastle	63	12	208	66	66	.....	366	419
Saint John	464	119	1,991	584	313	87	2,816	3,134
St. Stephen	63	42	291	46	24	.....	410	691
Sussex	96	58	126	47	19	7	142	116
Woodstock	230	81	307	239	228	55	138	205
Quebec	**33,349**	**20,807**	**44,888**	**26,647**	**17,266**	**1,748**	**45,421**	**52,491**
Asbestos	46	8	114	35	23	.....	165	169
Beauharnois	73	15	373	62	50	2	464	565
Buckingham	185	55	230	165	125	6	171	323
Causapscal	804	322	78	19	23	.....	158	176
Chandler	59	170	181	62	43	.....	184	240
Chicoutimi	362	647	855	411	213	30	750	787
Dolbeau	1,009	1,000	72	25	8	.....	115	157
Drummondville	284	20	672	301	200	5	1,181	1,393
Farnham	163	83	199	124	105	.....	204	258
Granby	177	17	626	213	162	7	623	673
Hull	642	316	974	458	304	.....	1,089	1,252
Joliette	572	502	421	271	120	6	537	688
Jonquiere	229	102	628	262	92	19	703	671
Lachute	166	92	163	89	68	9	199	235
La Malbaie	65	157	140	10	3	.....	222	297
La Tuque	316	1,543	771	251	324	.....	317	387
Levis	228	57	748	244	168	.....	865	1,116
Matane	966	1,033	87	23	14	.....	176	178
Megantic	276	59	327	238	232	.....	131	172
Mont-Laurier	322	313	91	60	44	7	101	113
Montmagny	57	105	291	51	29	.....	292	338
Montreal	15,603	4,778	19,853	14,681	9,937	881	18,409	21,103
Port Alfred	295	222	66	34	97	5	264	309
Quebec	1,886	1,408	4,751	2,277	960	212	5,544	6,328
Rimouski	859	1,483	329	211	199	.....	313	405
Riviere du Loup	59	3	232	66	52	.....	365	521
Rouyn	1,564	1,097	792	486	226	63	488	507
Ste. Agathe	115	123	160	112	77	.....	112	193
Ste. Anne de Bellevue	95	9	222	88	63	4	164	214
Ste. Therese	136	21	333	138	94	.....	467	537
St. Georges de Beauce	795	740	508	448	184	168	435	590
St. Hyacinthe	376	136	659	435	253	91	662	771
St. Jean	355	108	553	391	233	10	612	660
St. Jerome	297	65	500	317	256	7	392	491
St. Joseph d'Alma	449	391	778	334	342	.....	578	630
Shawinigan Falls	235	42	962	268	168	6	1,182	1,306
Sherbrooke	1,070	332	1,955	1,078	589	169	1,666	1,810
Sorel	33	139	728	40	22	1	1,085	1,116
Thetford Mines	125	40	535	216	99	4	583	643
Three Rivers	639	708	1,429	917	501	21	1,801	2,194
Val d'Or	856	2,173	430	274	217	11	277	375
Valleyfield	298	85	669	296	229	.....	855	1,029
Victoriaville	208	88	403	166	118	4	520	571

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 29 TO NOVEMBER 2, 1950; UNPLACED APPLICANTS AS AT NOVEMBER 23, 1950—*Continued*

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Nov. 23 1950
					Regular	Casual		
Ontario	**53,127**	**22,430**	**67,963**	**51,778**	**30,552**	**6,464**	**40,112**	**45,517**
Arnprior	103	125	214	208	264	2	42	61
Barrie	689	162	684	643	537	10	167	223
Belleville	475	48	698	484	275	69	445	468
Bracebridge	147	34	194	154	116	3	126	163
Brampton	174	79	198	180	121	1	78	84
Brantford	733	153	1,229	674	479	62	875	961
Brockville	313	5	412	342	132	177	146	167
Carleton Place	40	7	56	47	35	.....	111	160
Chatham	748	96	1,249	919	443	200	624	542
Cobourg	351	36	375	430	299	23	153	169
Collingwood	111	2	207	111	82	25	259	351
Cornwall	446	42	1,020	494	325	42	942	1,093
Fort Erie	60	41	143	74	26	2	179	209
Fort Frances	246	461	176	146	131	2	66	107
Fort William	1,312	675	916	624	505	48	617	790
Galt	428	199	443	303	173	16	349	324
Gananoque	16	7	101	51	19	20	79	110
Goderich	158	51	87	115	88	13	40	99
Guelph	477	143	603	438	205	104	343	435
Hamilton	3,761	827	6,113	4,414	1,979	936	4,012	4,123
Hawkesbury	75	17	224	96	58	2	208	279
Ingersoll	241	46	292	243	105	112	98	118
Kapuskasing	348	680	133	92	121	5	47	61
Kenora	356	319	172	73	54	.....	197	257
Kingston	852	188	1,163	1,066	676	46	699	729
Kirkland Lake	321	216	451	378	201	46	280	294
Kitchener-Waterloo	809	256	949	1,085	684	70	270	393
Leamington	133	14	412	180	79	41	318	382
Lindsay	121	33	146	143	60	22	124	110
Listowel	56	40	122	79	38	1	106	123
London	2,485	890	3,372	2,815	1,474	454	1,162	1,305
Midland	101	19	306	152	78	18	347	467
Napanee	25	7	77	28	24	.....	91	93
New Toronto	906	233	1,016	765	583	5	577	703
Niagara Falls	412	28	807	404	297	28	520	706
North Bay	729	116	1,007	829	528	121	311	444
Orillia	238	25	328	259	194	28	196	296
Oshawa	1,546	330	2,318	1,912	1,380	62	1,040	1,236
Ottawa	2,628	710	2,739	2,384	1,245	399	2,177	2,456
Owen Sound	323	62	540	420	221	39	349	409
Parry Sound	67	2	87	69	52	1	35	65
Pembroke	573	214	640	489	295	7	285	473
Perth	155	26	173	180	106	17	105	166
Peterborough	417	60	933	525	355	.....	910	1,012
Picton	84	10	137	96	49	11	95	145
Port Arthur	1,703	3,334	1,165	861	950	46	640	725
Port Colborne	111	29	262	132	91	4	250	350
Prescott	52	50	88	64	37	.....	76	147
Renfrew	189	35	201	163	145	4	90	103
St. Catharines	1,007	173	1,668	1,028	631	173	1,199	1,368
St. Thomas	283	98	391	409	159	25	251	288
Sarnia	445	71	681	530	357	8	384	519
Sault Ste. Marie	644	237	539	338	443	.....	461	458
Simcoe	188	75	294	209	105	17	207	222
Sioux Lookout	161	76	177	149	65	10	91	118
Smiths Falls	72	4	199	91	43	26	286	290
Stratford	288	55	298	269	142	35	199	248
Sturgeon Falls	216	32	368	214	161	21	215	242
Sudbury	1,191	993	1,546	1,240	879	196	771	737
Timmins	562	691	806	588	343	82	601	740
Toronto	17,962	7,811	19,317	16,527	8,912	2,113	9,015	9,769
Trenton	292	56	483	433	204	3	200	304
Walkerton	110	92	105	98	58	.....	93	113
Wallaceburg	236	11	339	241	120	107	158	171
Welland	476	58	756	526	301	40	534	627
Weston	659	393	509	455	369	3	346	447
Windsor	1,256	257	3,776	1,415	713	254	3,702	4,007
Woodstock	205	65	333	185	133	7	143	163
Manitoba	**9,091**	**2,972**	**12,764**	**9,391**	**4,540**	**1,998**	**7,576**	**10,335**
Brandon	869	241	926	695	577	61	528	637
Dauphin	223	23	237	155	103	13	146	217
Flin Flon	110	18	315	181	89	23	173	158
Portage la Prairie	334	75	403	296	225	29	179	311
The Pas	29	66	39	19	22	.....	45	62
Winnipeg	7,526	2,549	10,844	8,045	3,524	1,872	6,505	8,950

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS SEPTEMBER 29 TO NOVEMBER 2, 1950; UNPLACED APPLICANTS AS AT NOVEMBER 23, 1950—*Concluded*

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Sept. 21 1950
					Regular	Casual		
Saskatchewan	**4,982**	**1,063**	**8,107**	**5,955**	**3,026**	**986**	**4,366**	**6,515**
Estevan	144	26	163	150	114	7	49	94
Moose Jaw	497	160	912	615	319	75	570	772
North Battleford	119	45	214	139	99	4	218	293
Prince Albert	391	90	863	533	223	51	681	964
Regina	2,030	260	2,879	2,441	1,213	562	880	1,417
Saskatoon	1,257	258	2,273	1,538	729	252	1,452	1,968
Swift Current	134	52	189	148	94	10	148	295
Weyburn	130	45	180	126	77	1	94	164
Yorkton	280	127	434	265	158	24	274	548
Alberta	**10,651**	**2,325**	**14,317**	**11,619**	**6,450**	**1,907**	**7,003**	**9,309**
Blairmore	114	50	133	76	83	.....	136	157
Calgary	4,035	655	5,560	4,786	2,672	707	2,656	3,547
Drumheller	162	27	216	132	124	.....	201	229
Edmonton	4,952	1,032	6,858	5,526	2,798	1,142	3,005	3,959
Edson	283	209	81	75	126	.....	53	51
Lethbridge	721	244	915	691	413	51	498	773
Medicine Hat	120	48	275	110	94	5	225	288
Red Deer	264	60	279	223	140	2	229	305
British Columbia	**11,662**	**2,326**	**27,745**	**13,427**	**7,397**	**1,798**	**23,471**	**28,736**
Chilliwack	309	43	680	439	171	113	561	843
Courtenay	41	28	206	43	44	1	211	430
Cranbrook	48	15	112	43	36	.....	144	232
Dawson Creek	131	4	209	168	162	6	59	144
Duncan	226	79	346	348	160	15	216	348
Kamloops	345	80	306	244	211	.....	152	206
Kelowna	280	18	462	313	241	22	201	321
Nanaimo	187	22	553	239	113	49	556	791
Nelson	207	32	334	301	230	24	148	224
New Westminster	755	183	3,163	837	488	161	3,331	4,378
Penticton	201	30	331	275	240	4	155	263
Port Alberni	327	84	476	347	236	7	233	287
Prince George	904	120	896	786	583	130	202	359
Prince Rupert	337	32	527	309	291	.....	308	467
Princeton	53	34	87	68	54	2	37	75
Trail	156	19	327	204	129	4	258	349
Vancouver	5,840	1,155	15,829	6,952	3,113	1,092	14,169	15,820
Vernon	339	48	496	378	303	4	190	421
Victoria	776	251	2,168	981	467	164	2,201	2,581
Whitehorse	200	49	237	152	125	.....	139	197
Canada	**130,970**	**54,529**	**192,954**	**128,095**	**74,932**	**15,989**	**148,311**	**175,862**
Males	95,054	41,401	131,689	88,811	56,369	9,782	90,530	114,163
Females	35,916	13,128	61,265	39,284	18,563	6,207	57,781	61,699

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950

(Source: Form UIC 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940	653,455	235,150	888,595	336,507	138,599	475,106
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (44 weeks)	1,230,782	483,493	1,714,275	470,842	192,482	663,324

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

At Beginning of Month of	Total	Employed	Claimants[1]
1949—September	2,637,000	2,556,200	80,800
October	2,626,000	2,542,500	83,500
November	2,625,000	2,519,100	105,900
December	2,678,000	2,525,700	152,300
1950—January	2,667,000	2,444,900	222,100
February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,500	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF OCTOBER 31, 1950

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

Province and Sex	Total	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland	629	133	55	86	189	60	106
Male	607	125	54	85	184	56	103
Female	22	8	1	1	5	4	3
(Male)	(900)	(222)	(37)	(86)	(151)	(90)	(314)
(Female)	(125)	(30)	(9)	(14)	(27)	(22)	(23)
Prince Edward Island	437	110	34	53	81	44	115
Male	285	79	26	38	51	24	67
Female	152	31	8	15	30	20	48
Nova Scotia	6,924	1,587	648	1,036	1,282	741	1,630
Male	5,542	1,347	549	829	1,009	554	1,254
Female	1,382	240	99	207	273	187	376
New Brunswick	5,396	1,364	457	665	949	643	1,318
Male	4,054	1,068	334	513	692	499	948
Female	1,342	296	123	152	257	144	370
Quebec	34,057	7,931	3,356	4,756	5,411	3,533	9,070
Male	19,950	5,349	2,149	2,914	3,013	1,829	4,696
Female	14,107	2,582	1,207	1,842	2,398	1,704	4,374
Ontario	27,933	10,726	2,374	2,893	3,317	1,949	6,674
Male	17,180	8,076	1,510	1,627	1,549	893	3,525
Female	10,753	2,650	864	1,266	1,768	1,056	3,149
Manitoba	4,623	1,184	350	554	687	458	1,390
Male	2,129	615	141	244	253	156	720
Female	2,494	569	209	310	434	302	670
Saskatchewan	1,924	539	175	262	320	164	464
Male	952	341	100	122	101	62	226
Female	972	198	75	140	219	102	238
Alberta	5,107	2,452	391	501	526	340	897
Male	3,625	2,081	252	280	228	170	614
Female	1,482	371	139	221	298	170	283
British Columbia	14,894	4,996	1,630	2,061	2,391	1,162	2,654
Male	10,292	3,770	1,157	1,480	1,594	663	1,628
Female	4,602	1,226	473	581	797	499	1,026
TOTAL	101,924	31,022	9,470	12,867	15,153	9,094	24,318
MALE	64,616	22,851	6,272	8,132	8,674	4,906	13,781
FEMALE	37,308	8,171	3,198	4,735	6,479	4,188	10,537

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO OCTOBER, 1950

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	49,229
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	.....
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	830,745

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, OCTOBER, 1950

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months			
	Total[1]	Initial	Renewal	Total Disposed of[2]	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland[3]	376	334	42	333	222	111	136
	(542)	(454)	(88)	(726)	(372)	(354)	(409)
Prince Edward Island	226	141	85	216	168	48	66
Nova Scotia	3,678	2,116	1,562	3,571	2,796	775	893
New Brunswick	2,796	1,500	1,296	2,562	2,008	554	670
Quebec	19,779	11,621	8,158	18,614	14,564	4,050	4,931
Ontario	19,753	11,764	7,989	17,205	13,705	3,500	5,222
Manitoba	2,327	1,334	993	2,244	1,678	566	421
Saskatchewan	1,157	761	396	1,014	753	261	297
Alberta	2,187	1,440	747	2,250	1,800	450	588
British Columbia	9,964	5,501	4,463	8,781	6,626	2,155	2,702
Total Canada, October, 1950	62,243	36,512	25,731	56,790	44,320	12,470	15,926
Total Canada, September, 1950	49,229	28,804	20,425	63,959	50,946	13,013	10,473
Total Canada, October, 1949	69,349	43,421	25,928	64,655	52,370	12,285	17,409

[1] In addition, revised claims received numbered 8,196.
[2] In addition, 8,177 revised claims were disposed of. Of these, 462 were special requests not granted, and 925 were appeals by claimants. There were 1,142 revised claims pending at the end of the month.
[3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

Chief Reasons for Non-Entitlement	Month of October, 1950[1]	Month of October, 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment	5,567	5,685	47,797
Not employed	1,783	377	14,734
Not capable of and not available for work	1,305	828	8,952
Loss of work due to a labour dispute	179	418	2,820
Refused offer of work and neglected opportunity to work	1,403	918	10,499
Discharged for misconduct	514	709	4,487
Voluntarily left employment without just cause	3,865	4,035	26,356
Other reasons[2]	773	1,270	5,444
Total	15,389	14,240	121,089

[1] Includes 2,919 revised claims, disqualified.
[2] These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

(SOURCE: *Report on Operation of the Unemployment Insurance Act*, D.B.S.)

Province	Number Receiving Benefit in Week October 28 to November 3, 1950	Month of October, 1950		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland	284	247	9,145	23,864
	(668)	(552)	(40,088)	(86,604)
Prince Edward Island	392	176	8,682	18,227
Nova Scotia	4,067	2,647	105,669	251,811
New Brunswick	3,697	1,768	81,134	191,293
Quebec	22,929	11,782	580,725	1,309,713
Ontario	17,502	8,487	392,475	916,044
Manitoba	3,505	1,451	80,744	177,823
Saskatchewan	1,208	584	29,289	63,232
Alberta	2,532	1,316	65,016	157,662
British Columbia	9,566	5,314	187,791	461,235
Total, Canada, October, 1950	65,682	33,772	1,540,670	3,570,904
Total, Canada, September, 1950	.....	32,401	1,633,140	3,843,797
Total, Canada, October, 1949	.....	41,811	1,675,017	3,845,541

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO OCTOBER 31, 1950

(SOURCE: Unemployment Insurance Commission)

Fiscal Year Ended March 31	Receipts						Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81	.....	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	.....	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	.....	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	.....	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	.....	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	.....	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	.....	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	.....	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	.....	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April	9,012,614 79	1,799,207 99	.....	1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56	.....	3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73	.....	4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265,064 37
Aug	11,110,254 79	2,220,928 27	.....	2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
Sept	11,370,169 43	2,273,375 13	.....	2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
Oct	*11,313,655 22	2,262,702 39	.....	4,425 70	1,274,696 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
SUB-TOTAL	68,792,246 02	13,753,496 67	13,425 50	23,107 05	8,612,836 97	91,195,112 21	44,349,047 53	3,734,565 02	48,083,612 55	625,758,472 18
TOTAL	713,578,577 90	142,720,260 27	13,425 50	64,647 04	70,602,633 62	926,979,544 33	296,668,441 24	4,552,630 91	301,221,072 15	625,758,472 18

*Stamps, $5,683,378.42. Meter, $1,522,383.93. Bulk, $4,107,892.87. Arm. Serv., nil. Total, $11,313,655.22.

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1915	.....	80·7	93·7	69·8	73·8	96·4	70·0		
1916	.....	87·0	103·9	70·6	75·4	109·8	74·1		
1917	.....	102·4	134·3	75·8	83·8	129·1	80·7		
1918	.....	115·6	154·2	80·0	92·6	151·0	90·3		
1919	.....	126·5	164·8	87·3	100·7	173·6	100·0		
1920	.....	145·4	189·5	100·1	120·2	211·9	109·3		
1921	.....	129·9	145·5	109·4	128·1	172·0	111·4		
1922	.....	120·4	123·3	114·0	122·7	145·7	111·4		
1923	.....	120·7	124·1	116·9	122·5	143·8	110·7		
1924	.....	118·8	121·6	117·4	118·9	140·8	108·6		
1925	.....	119·8	127·2	117·4	116·8	140·3	106·5		
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1930	.....	120·8	131·5	122·7	111·8	130·6	105·4		
1931	.....	109·1	103·1	119·4	110·0	114·3	103·3		
1932	.....	99·0	85·7	109·7	106·8	100·6	100·4		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1934	.....	95·6	92·7	93·1	102·1	97·1	97·8		
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940	*4·8*	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941	*10·8*	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942	*16·1*	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943	*17·5*	118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944	*18·0*	118·9	131·3	111·9	110·6	121·5	118·4	108·9	125·2
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·6*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·8
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·8
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62·7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62·7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66·2*	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	.....	.....	.....	.....	.....	.....	.....	.....	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1950

SOURCE: Dominion Bureau of Statistics.

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Nov. 1, 1949	Oct. 1, 1950	Nov. 1, 1950						
Halifax	154·2	159·3	159·1	210·5	118·5	134·3	194·4	159·1	123·4
Saint John	157·9	167·8	167·5	212·7	122·9	137·0	201·0	168·0	132·6
Montreal	164·3	175·1	174·8	229·4	135·5	135·5	176·1	178·8	131·6
Toronto	157·2	166·8	166·9	209·2	140·0	161·0	184·1	171·7	131·5
Winnipeg	155·7	165·4	165·3	220·5	130·1	123·2	178·1	175·7	126·9
Saskatoon	162·8	168·2	168·7	224·8	126·1	140·8	189·7	178·7	124·0
Edmonton	157·1	164·5	164·9	224·5	121·8	114·6	188·4	166·2	130·7
Vancouver	162·3	170·9	171·7	225·0	125·4	142·6	194·0	169·6	136·9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE:—Aug. 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month.

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Nov. 1945	Nov. 1946	Nov. 1948	Nov. 1949	Oct. 1950	Nov. 1950	Price Nov. 1950
Beef, sirloin steak	lb.	120·7	154·8	164·2	251·6	250·5	323·5	308·0	85·7
Beef, round steak	lb.	125·7	167·9	177·6	279·7	279·3	360·3	342·7	81·7
Beef, rolled rib roast, prime	lb.	125·5	174·3	186·1	279·6	282·2	354·9	342·5	80·1
Beef, blade roast, blade removed	lb.	132·7	162·3	169·2	296·9	297·5	390·5	382·0	62·9
Beef, stewing, boneless	lb.	136·7	168·3	173·5	328·7	335·3	442·4	433·8	60·4
Veal, front roll, boneless	lb.	139·3	174·6	175·7	300·6	312·4	369·1	368·6	63·1
Lamb, leg roast	lb.	109·9	153·2	156·7	231·3	240·5	283·3	273·8	78·2
Pork, fresh loin, centre cut	lb.	125·3	143·8	163·7	236·5	238·0	245·2	244·8	65·9
Pork, fresh shoulder, hock-off	lb.	127·0	142·9	165·4	261·4	254·6	289·9	279·1	52·0
Bacon, side, fancy, sliced, rind-off	lb.	132·3	142·5	162·7	233·3	233·9	221·1	218·2	81·2
Lard, pure, package	lb.	151·3	150·6	178·1	325·4	220·2	257·7	255·0	28·3
Shortening, package	lb.	134·7	137·5	141·0	284·7	222·9	239·0	238·3	34·2
Eggs, grade "A" Large, carton	doz.	156·4	180·9	179·9	243·8	223·6	220·9	230·3	70·6
Milk	qt.	111·0	95·4	139·4	160·5	165·1	172·5	174·3	19·0
Butter, creamery, prints	lb.	140·5	146·9	164·8	267·8	233·3	220·5	223·8	61·1
Cheese, plain mild, ½ lb.	pkg.	174·6	164·9	170·2	227·5	226·0	226·7	226·7	30·2
Bread, plain, white, wrapped	lb.	106·5	106·3	106·3	150·8	165·1	177·6	177·6	11·3
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	221·2	221·2	221·2	7·4
Rolled Oats, package	lb.	112·0	114·0	114·0	152·0	156·7	185·6	187·1	12·4
Corn Flakes, 8 oz.	pkg.	101·1	100·0	100·0	162·0	163·0	169·6	170·7	15·7
Tomatoes, canned, 2½'s	tin	129·9	137·7	161·3	229·2	186·8	176·4	184·0	19·3
Peas, 15 oz.	tin	117·5	121·7	130·0	150·0	147·5	145·7	146·6	16·6
Corn, cream, choice, 15 oz.	tin	128·3	132·7	142·5	188·5	180·5	168·3	171·6	15·4
Beans, dry	lb.	129·4	133·3	154·9	288·2	256·9	245·0	249·0	12·3
Onions, cooking	lb.	108·2	126·5	134·7	124·5	163·3	141·2	125·0	6·2
Potatoes, No. 1, Table	10 lbs.	89·9	147·6	128·0	140·9	150·5	133·2	123·6	27·2
Prunes, bulk or in bag	lb.	115·8	120·2	143·0	174·6	193·9	211·2	219·0	25·3
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	125·8	131·1	127·8	134·6	137·3	20·2
Oranges, California	doz.	132·5	153·9	153·9	125·3	137·3	149·9	153·2	42·0
Lemons	½ doz.	111·3	147·4	145·2	146·8	162·2	171·1	169·2	26·9
Jam, strawberry, 16 oz.	jar	111·3	115·1	140·0	150·4	146·7	159·7	160·9	27·2
Peaches, 20 oz.	tin	101·5	107·1	123·9	148·7	141·6	142·7	143·7	27·8
Marmalade, orange, 16 oz.	jar	118·3	128·9	134·0	145·8	140·7	145·1	145·9	19·5
Corn Syrup, 2 lb.	tin	138·0	157·7	176·9	189·2	177·5	183·4	185·2	31·5
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	132·3	149·2	150·8	191·7	191·7	12·1
Sugar, yellow, branded pkg.	lb.	131·3	134·9	134·9	154·0	157·1	196·5	198·1	12·6
Coffee, medium quality, in bag	lb.	141·6	131·7	133·4	185·5	208·9	298·5	301·1	103·8
Tea, black, ¼ lb.	pkg.	145·2	131·6	131·6	174·1	176·9	182·0	182·0	53·3

* Descriptions and Units of Sale apply to November 1950 Prices.

75226—9½

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown	80·0	75·6	.....	b 55·0	b 51·0	.....	.....	63·5	53·0	.....
Nova Scotia—										
2—Halifax	87·5	81·3	79·0	b 60·1	59·8	51·7	70·5	63·6	d 52·4	84·3
3—New Glasgow	87·4	82·1	76·1	b 61·3	59·4	.....	78·0	65·0	53·6	83·0
4—Sydney	94·3	84·5	.....	.....	59·7	.....	.....	66·0	.....	90·2
5—Truro	.....	.....	.....	b 60·3	.....	.....	.....	.....	.....	79·2
New Brunswick—										
6—Fredericton	80·7	70·6	69·0	b 50·2	51·5	56·7	69·2	58·7	45·7	79·0
7—Moncton	84·1	78·7	77·0	b 57·4	52·1	.....	74·6	65·7	51·6	78·4
8—Saint John	89·5	79·3	b 76·6	b 59·1	60·0	58·7	76·1	66·2	52·2	82·8
Quebec—										
9—Chicoutimi	100·7	94·3	.....	65·7	.....	.....	.....	61·7	54·0	85·2
10—Hull	79·6	79·1	73·3	59·6	54·2	54·4	79·0	62·7	48·3	75·8
11—Montreal	94·2	88·5	81·8	b 60·3	55·8	63·7	77·1	62·0	50·6	72·9
12—Quebec	87·0	83·4	73·6	b 55·0	50·3	66·3	76·7	51·0	44·8	74·9
13—St. Hyacinthe	82·3	77·6	76·2	57·0	51·7	66·3	76·7	58·3	49·5	73·3
14—St. Johns	.....	.....	.....	.....	.....	.....	.....	.....	.....	75·0
15—Sherbrooke	90·9	86·6	73·4	56·1	50·8	59·7	.....	59·7	52·8	81·0
16—Sorel	82·9	78·4	72·5	55·5	49·0	.....	.....	63·7	46·3	77·5
17—Thetford Mines	76·3	78·3	.....	.....	.....	.....	.....	.....	46·5	.....
18—Three Rivers	96·4	83·7	71·9	b 52·0	47·6	.....	.....	59·4	50·1	76·3
Ontario—										
19—Belleville	83·3	79·7	78·3	b 64·3	63·3	.....	77·7	64·3	45·3	76·8
20—Brantford	83·5	81·7	84·2	70·0	63·9	65·4	79·8	69·2	49·0	79·1
21—Brockville	88·7	85·0	91·3	b 67·3	64·5	.....	81·0	71·2	55·0	80·2
22—Chatham	91·2	88·3	90·7	b 70·0	65·6	.....	81·0	73·3	54·3	78·6
23—Cornwall	83·7	81·3	81·0	60·7	62·3	.....	.....	64·7	54·2	77·4
24—Fort William	81·2	77·5	79·7	59·3	58·5	.....	78·0	64·4	.....	83·3
25—Galt	.....	.....	.....	.....	.....	.....	.....	.....	.....	78·3
26—Guelph	83·3	81·4	83·0	b 67·7	66·2	66·7	76·8	67·7	48·6	78·3
27—Hamilton	89·1	85·8	86·4	b 68·5	65·0	68·7	80·8	68·4	50·0	77·7
28—Kingston	79·4	78·1	79·7	64·1	60·2	58·7	76·1	65·1	46·9	76·9
29—Kitchener	85·0	84·4	81·8	68·0	65·7	63·8	81·7	68·3	50·9	80·2
30—London	89·0	87·4	83·2	68·5	64·8	.....	80·7	69·6	51·4	81·8
31—Niagara Falls	86·5	84·2	84·7	63·5	64·0	.....	77·8	69·2	51·9	77·5
32—North Bay	81·8	78·0	74·3	60·8	57·6	.....	.....	67·2	49·0	81·7
33—Oshawa	81·4	83·0	77·2	68·1	62·7	.....	.....	66·2	47·4	76·0

COAL AND RENTALS BY CITIES, NOVEMBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per doz.	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ¼ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown	28·7	35·0	e 76·3	16·0	62·9	32·7	10·7	8·0	11·9	17·0
Nova Scotia—										
2—Halifax	29·5	34·6	e 74·7	19·0	64·2	30·9	11·2	7·8	13·5	16·5
3—New Glasgow	29·2	34·4	e 76·5	19·0	63·7	31·0	12·0	7·7	12·8	16·6
4—Sydney	29·0	33·8	e 80·8	20·0	65·0	31·2	12·0	8·0	12·3	16·9
5—Truro	30·5	35·0	73·6	18·0	64·4	32·2	12·0	8·0	13·6	16·0
New Brunswick—										
6—Fredericton	28·5	34·3	e 78·6	19·0	64·4	31·5	12·7	7·9	13·1	16·4
7—Moncton	28·7	34·4	79·6	19·0	63·8	30·4	11·3	8·1	13·3	16·5
8—Saint John	29·0	34·7	e 79·8	20·0	64·3	32·0	12·7	7·9	12·7	16·5
Quebec—										
9—Chicoutimi	29·0	38·5	71·0	19·0	60·1	31·8	12·8	8·1	.....	18·0
10—Hull	25·6	33·1	73·6	19·0	59·6	29·3	10·7	7·1	11·7	15·1
11—Montreal	27·5	34·1	69·6	18·5	59·6	29·7	10·7	7·2	12·4	15·2
12—Quebec	26·7	34·1	71·9	18·0	61·0	30·9	10·5	7·1	13·1	15·9
13—St. Hyacinthe	28·0	34·2	69·4	17·0	59·8	28·9	10·7	7·4	12·7	15·2
14—St. Johns	27·2	34·3	e 71·0	17·0	60·0	30·7	9·3	7·5	13·3	15·3
15—Sherbrooke	27·7	34·2	73·6	18·0	59·5	30·3	10·9	7·7	12·2	16·0
16—Sorel	27·0	33·7	67·4	17·0	58·7	29·4	10·0	7·7	12·9	15·5
17—Thetford Mines	28·8	34·3	e 69·0	17·0	59·2	31·1	10·0	8·2	12·4	16·3
18—Three Rivers	23·0	34·1	72·9	18·0	57·7	29·6	9·3	7·2	13·1	15·5
Ontario—										
19—Belleville	28·6	33·6	.....	18·0	61·1	30·1	10·7	7·8	12·9	15·4
20—Brantford	26·9	33·4	72·6	19·0	60·8	28·5	10·7	7·4	12·3	15·6
21—Brockville	28·7	34·3	71·0	19·0	61·2	29·1	10·7	7·4	12·3	15·3
22—Chatham	28·2	34·8	68·3	19·0	62·7	29·6	10·7	7·6	12·9	15·5
23—Cornwall	28·2	33·3	e 73·0	19·0	61·2	29·1	9·3	7·2	12·7	15·7
24—Fort William	28·7	33·3	67·2	20·0	59·5	31·0	11·3	7·2	11·8	15·7
25—Galt	26·9	33·7	71·5	19·0	61·3	29·7	10·7	7·3	12·5	15·1
26—Guelph	27·4	33·6	68·2	19·0	61·1	29·3	10·7	7·4	12·5	15·5
27—Hamilton	28·1	33·9	72·8	19·0	61·4	29·1	10·7	7·3	12·3	15·2
28—Kingston	27·4	33·4	e 72·4	19·0	60·7	29·6	10·0	7·1	12·6	15·3
29—Kitchener	27·0	33·4	e 70·6	19·0	61·4	29·2	10·7	7·5	12·1	15·2
30—London	28·8	33·7	72·9	19·0	61·6	29·5	10·7	7·2	12·6	15·4
31—Niagara Falls	28·1	34·3	73·7	20·0	62·3	29·9	10·7	7·2	12·3	14·9
32—North Bay	29·1	35·0	73·7	19·0	61·1	29·7	10·7	7·9	12·9	15·7
33—Oshawa	27·7	33·4	f 71·7	19·0	60·9	29·4	10·7	7·4	12·2	15·2

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced rind-off, per lb.
	Sirloin steak per lb	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed, per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	84·8	81·2	81·9	65·5	59·5	60·3	78·3	63·8	52·9	76·0
35—Owen Sound	84·5	81·7	82·2	65·7	58·2	.....	.....	67·7	52·0	80·9
36—Peterborough	82·4	81·0	80·3	67·4	65·9	.....	78·0	69·9	50·3	75·4
37—Port Arthur	79·6	75·6	74·1	58·7	59·3	.....	.....	62·0	51·0	83·9
38—St. Catharines	84·0	81·7	.....	66·0	64·3	.....	.....	69·3	.....	76·2
39—St. Thomas	84·8	82·2	83·7	68·0	65·2	58·7	76·6	68·7	52·3	77·2
40—Sarnia	83·1	79·7	78·3	66·8	64·7	.....	78·0	69·6	51·6	79·1
41—Sault Ste. Marie	85·9	84·0	76·2	63·9	66·8	.....	78·7	67·6	53·7	80·2
42—Stratford	83·6	80·4	86·6	67·2	60·8	.....	81·7	68·8	50·7	78·6
43—Sudbury	83·0	81·3	77·0	63·7	61·0	.....	.....	64·7	55·0	80·4
44—Timmins	85·7	84·3	80·8	65·5	62·5	62·7	80·4	65·5	54·3	81·5
45—Toronto	87·6	83·0	86·0	68·3	62·4	64·5	75·2	68·7	47·4	77·6
46—Welland	83·4	83·2	79·4	66·7 [b]	62·9	.....	77·7	70·6	52·4	77·4
47—Windsor	84·6	80·0	79·4	62·6 [b]	63·5	.....	79·7	66·0	48·4	78·1
48—Woodstock	.....	.....	.....	.....	.....	.....	.....	.....	.....	77·7
Manitoba—										
49—Brandon	86·7	81·7	.....	59·0	56·7	.....	80·0	61·5	49·7	86·1
50—Winnipeg	85·2	78·7	83·6	63·3	59·3	59·0	73·7	61·3	52·0	82·1
Saskatchewan—										
51—Moose Jaw	81·7	76·4	76·7	63·0 [b]	60·3	61·2	79·0	65·7	55·0	83·2
52—Prince Albert	80·7	77·0	71·7	57·6 [b]	58·0	.....	....	65·6	56·3	85·3
53—Regina	77·0	72·7	74·8	58·5 [b]	59·8	64·8	78·8	64·9	54·8	86·5
54—Saskatoon	74·4	72·9	72·6	56·2	57·0	65·0	74·6	61·1	53·9 [c]	84·4
Alberta—										
55—Calgary	84·1	79·2	83·5	67·8 [b]	61·7	70·5	78·6	64·3	58·3	86·8
56—Drumheller	85·0	81·3	79·5	61·8 [b]	59·0	.....	.....	70·4	55·4	87·7
57—Edmonton	82·6	77·6	78·8	56·0	57·4	66·4	76·8	62·3	51·6	87·0
58—Lethbridge	83·3	77·0	82·5	58·3	61·7	61·7	.....	63·7	.....	87·2
British Columbia—										
59—Nanaimo	93·3	87·8	89·0	67·7	65·0	.....	83·3	75·0	61·4	90·4
60—New Westminster	88·8	84·0	83·3	66·2	63·0	62·5	74·6	71·8	55·6	87·1
61—Prince Rupert	97·7	92·3	94·3	.....	65·7	.....	.....	67·7	.....	93·7
62—Trail	93·0	88·2	81·4	64·6 [b]	64·4	.....	89·0	74·0	63·4 [d]	96·7
63—Vancouver	97·5	88·4	92·9	75·1	66·0	71·3	76·4	71·0	58·8	89·7
64—Victoria	94·5	89·0	88·9	69·9	71·2	74·2	84·1	71·3	57·9	88·9

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	28·5	34·1	75·6	19·0	61·5	29·9	10·7	7·3	12·7	15·5
35—Owen Sound	27·1	33·8	67·9	19·0	60·9	28·6	10·7	7·4	12·7	15·6
36—Peterborough	26·5	33·5	71·6	19·0	60·8	29·3	10·7	7·3	12·5	14·5
37—Port Arthur	28·0	32·4	67·1	20·0	60·1	30·8	11·3	7·0	11·7	16·0
38—St. Catharines	28·1	33·4	74·5	20·0	61·9	29·1	10·7	7·0	12·2	15·1
39—St. Thomas	28·5	34·3	72·7	19·0	61·8	29·8	10·7	7·3	12·9	15·8
40—Sarnia	28·7	34·4	71·0	20·0	62·9	30·8	10·7	7·7	12·9	15·0
41—Sault Ste. Marie	28·4	33·7	75·9	21·0	61·7	30·6	11·3	7·6	12·7	15·9
42—Stratford	28·2	33·7	66·5	19·0	60·6	29·3	10·7	7·2	12·5	16·0
43—Sudbury	29·3	33·7	77·9	21·0	61·5	29·6	11·3	8·1	13·3	16·2
44—Timmins	28·4	33·8	72·6	21·0	61·4	30·4	12·0	7·7	12·1	16·2
45—Toronto	28·1	33·6	72·4	20·0	61·6	28·8	10·7	7·2	12·2	15·0
46—Welland	28·2	33·8	75·8	20·0	61·3	29·5	10·7	6·9	11·8	15·1
47—Windsor	26·9	33·7	72·9	20·0	61·3	29·5	10·7	7·4	13·1	15·4
48—Woodstock	27·9	33·6	67·3	19·0	60·9	29·6	10·7	6·8	12·5	15·6
Manitoba—										
49—Brandon	28·5	35·2	67·8	17·0	58·7	31·3	11·6	7·4	12·2	16·5
50—Winnipeg	27·1	34·4	67·0	18·0	59·2	30·5	13·0	7·0	11·6	15·3
Saskatchewan—										
51—Moose Jaw	27·7	34·4	.....	18·0	58·1	30·2	12·0	.....	11·6	15·0
52—Prince Albert	27·3	34·5	62·1	18·0	59·4	30·4	10·4	7·5	12·1	15·8
53—Regina	28·1	36·1	63·8	18·0	57·5	30·6	12·0	7·3	11·9	15·7
54—Saskatoon	27·4	35·3	63·3	18·0	58·9	30·3	11·2	7·0	11·9	15·4
Alberta—										
55—Calgary	28·0	35·1	61·4	19·0	59·7	29·8	12·0	7·2	12·0	15·9
56—Drumheller	29·6	38·6	61·0	20·0	60·3	31·2	12·0	7·6	12·8	16·4
57—Edmonton	28·0	35·7	60·7	18·0	59·3	30·7	11·2	7·1	11·8	15·8
58—Lethbridge	28·3	35·1	61·3	18·0	59·7	29·9	12·0	7·3	11·6	14·9
British Columbia—										
59—Nanaimo	31·2	33·3	70·3	19·0	63·9	31·3	13·9	7·2	11·7	15·5
60—New Westminster	30·4	32·2	67·8	21·0	62·0	29·7	13·9	7·2	12·0	15·1
61—Prince Rupert	30·2	36·1	72·6	25·0	62·4	33·6	14·0	7·9	12·6	17·0
62—Trail	30·4	36·2	70·3	20·0	61·3	31·1	14·0	7·5	12·6	15·3
63—Vancouver	30·7	31·8	67·6	19·0	62·1	30·3	13·9	7·3	11·8	15·3
64—Victoria	31·8	34·0	70·3	19·0	62·1	31·1	13·9	7·6	12·1	15·4

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown	21·5	.....	15·7	11·6	6·0	17·9	25·4	20·0	44·7	37·0	52·0
Nova Scotia—											
2—Halifax	20·8	17·5	16·7	12·1	5·0	23·9	27·6	18·4	42·6	27·1	52·1
3—New Glasgow	20·7	.....	15·9	10·7	5·9	27·2	27·0 d	.....	44·1	28·5	51·7
4—Sydney	20·7	16·6	16·4	11·7	5·0	24·4	28·3	18·7	43·8	30·4	51·7
5—Truro	20·1	.....	15·7	11·5	5·2	20·9	27·5	18·7	44·1	29·1	51·1
New Brunswick—											
6—Fredericton	19·3	17·8	.....	11·6	6·5	17·8	26·7	19·5	44·1	28·4	50·4
7—Moncton	21·3	17·0	15·8	11·5	6·4	21·8	26·8	18·7	46·5	28·8	51·4
8—Saint John	20·1	16·7	15·0	11·9	5·7	19·5	26·4	19·3	45·6	27·5	53·0
Quebec											
9—Chicoutimi	18·2	.....	.....	.....	9·2	28·1	19·5	26·0	42·3	27·6	60·0
10—Hull	16·3	16·9 e	..... e	11·6	6·6	26·5	24·2	19·4	39·3	25·3	49·2
11—Montreal	17·0	13·1	13·3	12·0	6·7	22·7	24·1	18·9	39·3	23·1	52·1
12—Quebec	18·3	16·9	15·0	12·0	7·0	21·3	22·8	21·3	41·7	27·0	54·4
13—St. Hyacinthe	17·3	17·4	15·2	10·5	7·4	23·3	25·3	20·0	40·5	24·7	51·6
14—St. Johns	17·0	.....	.....	11·7	6·5	22·6	23·9	20·5	42·0	27·7	50·7
15—Sherbrooke	18·7	16·4	.....	11·2	7·4	23·0	28·3	21·3	42·0	25·7	52·9
16—Sorel	16·5	.....	.....	11·8	9·7	25·0	21·3	19·5	40·5	23·0	50·6
17—Thetford Mines	18·1	.....	.....	.....	7·6	24·9	27·0	25·8	40·2	26·3	53·9
18—Three Rivers	16·9	.....	.....	11·7	7·3	22·2	22·6	20·5	42·3	25·4	50·3
Ontario—											
19—Belleville	17·6	15·7	16·0	12·9	5·4	26·0	.....	19·0 i	43·5	26·0	47·6
20—Brantford	18·8	15·7	15·0	12·0	5·4	27·6	.....	19·8	39·6	25·1	47·5
21—Brockville	17·9	17·6	15·1 s	12·5	6·6	24·7	25·0	20·7	39·9	27·4	50·4
22—Chatham	18·3	16·3	14·2	12·4	4·9	23·2	..... n	18·4 i	38·7	27·0	49·4
23—Cornwall	18·9	16·3	17·0	11·4	7·5	25·8	26·0 n	21·0 i	40·5	24·2	47·8
24—Fort William	18·5	17·6	14·3	11·8	6·5	35·3	23·4	24·9	41·7	28·9	52·4
25—Galt	18·7	18·2	14·4	11·2	4·2	25·0	27·6	18·9	37·8	25·8	48·3
26—Guelph	18·7	16·8	14·7 s	11·7	4·6	24·1	24·3 n	19·2 i	41·7	26·2	47·3
27—Hamilton	17·8	17·9	14·8	13·4	5·4	26·8	28·8 n	19·2	40·5	27·5	47·6
28—Kingston	18·0	15·5	14·8	12·9	6·2	25·4	24·4	18·6	37·5	24·8	48·4
29—Kitchener	18·3	16·8	14·6	11·7	4·8	26·5	25·0 n	19·4	40·2	26·1	47·5
30—London	17·9	17·2	14·9	10·7	5·3	23·9	23·5	18·3	41·4	24·2	46·6
31—Niagara Falls	17·4	16·5	14·7	12·0	4·9	23·6	24·5	19·8 i	40·8	26·5	48·2
32—North Bay	19·3	.....	..... s	12·0	6·5	31·2	26·3	24·7	42·9	28·5	49·0
33—Oshawa	17·7	16·7	14·1	10·8	4·4	24·2	.....	18·7	40·5	25·9	47·6

COAL AND RENTALS BY CITIES, NOVEMBER, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ¼ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$	$
P.E.I.—										
1—Charlottetown	29·0	39·0	35·5	12·2	11·7	t 112·1	50·2	.....	15.50	.....
Nova Scotia—										
2—Halifax	28·6	40·1	33·1	11·7	12·6	108·0	50·2	.....	17.00	31.00–35·00
3—New Glasgow	29·7	44·5	34·1	11·9	12·2	t 114·3	50·0	.....	.....	.....
4—Sydney	29·3	45·5	33·5	12·5	13·2	110·7	50·3	.....	12.10	22.00–26.00
5—Truro	28·3	38·3	33·7	12·2	12·8	109·3	50·1	.....	15.70	.....
New Brunswick—										
6—Fredericton	26·7	41·7	33·7	12·0	11·9	103·2	50·0	.....	17.00	23.00–27.00
7—Moncton	29·3	39·6	33·0	12·3	.....	105·3	50·0	.....	16.47	.....
8—Saint John	28·9	39·9	33·2	11·7	12·0	106·6	50·6	.....	17.75	23.50–27.50
Quebec—										
9—Chicoutimi	30·3	43·5	35·7	12·3	11·7	t 112·8	58·0	25.87		. .
10—Hull	27·1	37·8	29·4	11·9	11·6	106·8	53·5	25.50	.....	.....
11—Montreal	28·5	40·1	29·3	11·4	11·9	106·2	54·9	25.75	.....	28.50–32.50
12—Quebec	28·0	43·6	31·8	12·0	12·0	109·0	56·4	24.50	.....	33.00–37.00
13—St. Hyacinthe	28·3	37·9	30·9	11·4	11·4	105·8	54·9	26.00	.....	.....
14—St. Johns	28·0	39·3	31·4	11·4	10·7	104·5	55·3	24.50	.....	.....
15—Sherbrooke	28·3	40·4	31·5	11·6	12·0	110·1	56·3	25.50	.....	25.50–29.50
16—Sorel	26·7	39·1	30·8	11·4	10·9	102·5	53·7	23.75	.....	.....
17—Thetford Mines	27·2	39·3	33·1	11·9	11·4	107·9	53·7	.....	.....	.....
18—Three Rivers	26·5	40·2	30·1	11·6	11·8	107·5	55·7	24 50		.. .
Ontario—										
19—Belleville	. . .	35·7	29·0	12·1	12·3	105·7	54·6	24.50	.....	.....
20—Brantford	26·5	34·5	29·6	11·7	11·6	99·6	54·7	24.25	.....	24.50–28.50
21—Brockville	. . .	38·2	29·9	11·3	11·6	105·3	54·3	24.50	.....	.....
22—Chatham	. . .	36·0	29·3	12·3	12·3	103·7	54·7	24.50	.....	.....
23—Cornwall	26·5	37·8	29·7	11·9	11·9	110·1	54·6	26.25		.....
24—Fort William	..	38·5	31·8	12·7	12·9	101·2	52·4	26.00	.....	31.50–35.50
25—Galt	..	35·7	29·4	11·7	12·2	101·9	54·5	25.50	.....	.....
26—Guelph	27·0	33·4	29·1	11·6	11·9	101·7	54·4	24.75	.....	.....
27—Hamilton	. . .	33·2	29·1	11·7	12·4	102·9	54·8	24.00	.....	33.50–37.50
28—Kingston	28·2	35·6	30·0	11·6	11·8	102·2	52·6	25.50	.....	37.50–41.50
29—Kitchener	26·2	36·0	29·0	11·6	11·5	99·6	56·0	24.50	.....	33.00–37.00
30—London	26·5	37·8	29·8	11·8	12·2	103·1	54·5	25.00	.....	31.50–35.50
31—Niagara Falls	.....	37·5	30·1	11·7	12·4	101·6	55·4	24.00	.....	.....
32—North Bay	28·3	39·5	31·7	12·7	13·3	115·0	54·5	27.00	.....	.....
33—Oshawa	.....	.....	28·9	11·5	11·9	101·5	55·0	24.50	.....	.....

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bag, per lb.	Raisins, Australian, seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	18·0	14·1	15·3	12·1	5·9	23·7	n 25·3	21·0	38·7	25·9	49·8
35—Owen Sound	18·6	.....	15·5	11·3	5·2	24·9	21·8	i 21·0	39·6	27·3	48·4
36—Peterborough	16·7	18·0	.....	12·8	5·5	25·7	24·0	18·5	39·9	24·8	48·3
37—Port Arthur	18·1	18·5	r 15·6	13·1	5·7	35·7	n 26·5	i 24·5	44·4	28·4	48·4
38—St. Catharines	17·6	15·3	14·8	12·3	3·8	22·9	27·7	18·4	40·5	25·5	46·6
39—St. Thomas	18·1	17·0	15·3	10·3	5·4	25·3	26·0	19·1	41·1	27·0	48·7
40—Sarnia	19·4	16·5	15·3	12·3	6·2	23·3		19·7	39·9	28·3	48·6
41—Sault Ste Marie	17·9	18·4	15·0	11·7	6·9	34·1	p 30·0	21·1	42·0	30·1	49·4
42—Stratford	18·8	17·0	s 15·1	12·1	6·0	22·8	n 28·2	17·7	40·8	26·2	48·5
43—Sudbury	17·8	15·9	14·9	11·9	5·8	30·0	25·6	21·3	40·8	28·0	49·9
44—Timmins	19·6	17·1	16·2	12·4	6·7	33·3	24·0	22·7	42·0	28·6	t 50·1
45—Toronto	18·0	17·3	.....	13·0	4·4	26·6	25·1	18·6	39·6	23·6	45·7
46—Welland	16·9	14·4	14·7	11·9	4·8	28·0	20·8	18·4	39·9	24·0	47·3
47—Windsor	18·2	16·6	15·3	10·9	4·8	20·1	..	19·7	43·2	27·8	48·4
48—Woodstock	17·7	16·7	14·8	12·6	4·9	23·5	.....	18·2	41·4	25·7	47·1
Manitoba—											k
49—Brandon	20·9	'	16·5	13·8	7·8	33·2	25·1	21·2	45·6	28·4	70·4
											k
50—Winnipeg	20·3	17·2	15·5	13·1	6·8	25·7	24·2	24·0	44·1	.....	66·3
Saskatchewan—											
51—Moose Jaw	20·7	.....	.....	.....	6·2	32·3	.....	.....	43·2	30·3	.....
											k
52—Prince Albert	23·2	16·9	.....	12·7	8·7	37·2	24·0	21·3	45·9	34·9	72·7
											k
53—Regina	22·4	17·1	16·3	12·9	7·6	30·3	24·9	20·1	45·6	27·7	74·2
											k
54—Saskatoon	22·4	.....	15·1	12·7	8·3	35·1	26·1	20·7	47·1	35·5	70·6
Alberta—											k
55—Calgary	21·8	16·6	15·3	13·0	6·8	29·5	26·4	19·7	44·4	28·0	68·7
											k
56—Drumheller	24·1	14·4	17·2	13·0	7·6	32·8	25·0	21·7	45·6	28·0	73·6
											k
57—Edmonton	22·4	15·3	15·0	13·3	7·2	30·3	24·5	20·1	44·4	27·0	69·8
											k
58—Lethbridge	21·6	.....	14·2	13·6	7·7	26·3	24·9	20·3	42·3	26·7	69·0
British Columbia—										m	k
59—Nanaimo	20·9	18·7	16·3	15·3	6·7	36·5	25·9	21·3	38·4	22·5	64·7
										m	k
60—New Westminster	19·7	17·0	14·5	13·7	5·4	31·4	25·3	18·7	38·4	19·7	63·0
										m	k
61—Prince Rupert	23·8	18·1	17·4	15·4	7·6	46·8	27·3	21·6	45·9	25·0	69·9
											k
62—Trail	24·5	.....	18·3	15·9	7·4	33·8	26·9	21·4	41·4	30·4	71·0
										m	k
63—Vancouver	19·9	16·5	14·2	13·6	5·6	35·8	25·1	19·6	38·7	19·4	63·0
										m	k
64—Victoria	20·3	17·7	16·4	14·0	6·5	36·7	24·6	18·7	39·3	21·2	68·4

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent(a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$	$
34—Ottawa	28·0	39·4	30·2	11·7	12·0	101·8	54·3	25.50	.....	39.00–43.00
35—Owen Sound	27·3	35·7	30·0	12·1	12·0	108·1	54·6	25.00	.....	.....
36—Peterborough	.....	36·2	28·2	11·4	11·7	103·9	55·3	25.25	.....	.....
37—Port Arthur	27·0	42·8	32·0	12·7	13·3	100·6	51·3	26.00	.....	25.50–29.50
38—St. Catharines	.....	35·3	28·7	11·7	12·7	100·9	53·7	24.25	.....	33.50–37.50
39—St. Thomas	25·4	41·3	30·4	11·9	12·2	106·7	55·6	24.50	.....	.....
40—Sarnia	.....	39·6	30·2	11·8	11·8	103·4	55·3	24.00	.....	.....
41—Sault Ste. Marie	.....	37·6	30·5	12·1	11·4	101·5	54·7	24.00	.....	.....
42—Stratford	27·0	38·0	29·9	12·1	12·0	104·6	54·0	24.50	.....	.....
43—Sudbury	.....	38·5	32·4	12·3	12·5	100·4	54·8	25.50	.....	36.00–40.00
44—Timmins	27·0	40·9	32·0	12·5	13·0	103·4	54·1	29.00	.....	.....
45—Toronto	26·7	36·9	28·6	11·3	12·1	101·1	54·0	22.95	.....	41.50—45.50
46—Welland	24·6	35·0	28·7	11·6	12·2	95·2	54·2	24.00	.....	.....
47—Windsor	25·0	33·7	29·5	11·5	12·1	99·3	53·0	24.50	.....	31.50–35.50
48—Woodstock	.....	37·6	29·9	11·9	12·3	106·6	54·9	25.00	.....	.....
Manitoba—										
49—Brandon	31·7	43·6	34·2	13·8	14·5	105·7	52·6	.....	16.50	.....
50—Winnipeg	27·0	40·8	31·4	14·0	15·1	95·7	50·3	.....	18.00	33.00–37.00
Saskatchewan—										
51—Moose Jaw	.....	.....	35·0	13·1	13·8	96·3	50·7	.....	14.60	.....
52—Prince Albert	28·3	43·9	35·3	14·1	14·7	108·1	51·3	.....	15.50	.....
53—Regina	29·0	41·0	34·7	13·4	14·1	103·5	51·3	.....	16.00	32.00–36.00
54—Saskatoon	29·0	48·1	34·0	13·7	14·9	100·3	50·6	.....	14.90	25.00–29.00
Alberta—										
55—Calgary	28·5	39·2	33·8	12·8	13·8	98·4	50·4	.....	12.50	32.00–36.00
56—Drumheller	29·7	43·2	36·6	13·2	14·9	101·0	53·0	.....	.....	25.50–29.50
57—Edmonton	28·7	39·3	33·8	12·9	14·2	103·2	50·8	.....	8.20	29.50–33.50
58—Lethbridge	27·0	40·5	33·3	12·7	14·4	99·3	52·5	.....	8.60	.....
British Columbia—										
59—Nanaimo	27·7	35·7	31·5	11·7	13·4	103·8	53·8	.....	.....	.....
60—New Westminster	26·0	35·4	31·1	11·0	12·8	98·3	51·5	.....	17.30	24.00–28.00
61—Prince Rupert	30·5	40·2	34·7	12·9	13·9	102·4	53·1	.....	18.75	22.00–26.00
62—Trail	30·5	40·6	34·3	12·8	13·7	99·5	52·0	.....	16.75	.....
63—Vancouver	26·7	34·2	30·4	11·0	12·5	94·0	51·7	.....	17.55	30.00–34.00
64—Victoria	28·5	37·6	30·7	11·8	13·0	97·7	51·9	.....	18.65	25.00–29.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time. *(a)* Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. *(b)* Averages include prices for cuts with bone in. *(c)* Including butts. *(d)* Mixed—hock-off, and hock-on. *(e)* Mixed—Carton and loose. *(f)* Loose. *(g)* Estimate. *(h)* Fancy. *(i)* Mixed—California and Australian. *(k)* Pure. *(m)* 360's. *(n)* Mixed—package and bulk. *(p)* Package. *(s)* Mixed—Choice and fancy. *(t)* Tin. *(x)* Mixed—with pectin and pure.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: *Dominion Bureau of Statistics*

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns *(n)*	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug. 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 =100	1st., Quarter of 1949=1000
	(a)	*(b)*		*(b)*	*(l)*				*(c)*			*(d)*	*(e)*
1913	79·1	70·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	461
1914	79·1	71·8	.....	*(g)* 100	.....	.....	.....	.....	100	.....	81·4	.....	474
1915	80·7	72·5	.....	*(i)* 123	.....	.....	.....	.....	.....	.....	85·5	.....	511
1916	87·0	77·9	.....	*(i)* 146	.....	.....	.....	.....	.....	.....	90·8	.....	547
1917	102·4	91·6	.....	*(i)* 176	.....	.....	.....	.....	.....	.....	99·6	.....	594
1918	115·6	107·5	.....	*(i)* 203	.....	.....	.....	.....	204	.....	106·4	.....	642
1919	126·5	123·8	.....	*(i)* 215	.....	.....	.....	.....	222	.....	117·7	.....	689
1920	145·4	143·0	.....	*(i)* 249	.....	.....	.....	.....	224	.....	145·8	.....	770
1921	129·9	127·7	.....	*(i)* 226	.....	.....	.....	.....	200	.....	132·0	.....	781
1922	120·4	119·7	.....	*(i)* 183	.....	.....	.....	.....	164	.....	110·1	.....	719
1926	121·8	126·4	.....	*(i)* 172	185	.....	.....	.....	162	125	106·3	*(f)*	763
1929	121·7	122·5	.....	*(i)* 164	176	.....	.....	.....	161	118	106·6	1150	758
1933	94·4	92·4	.....	*(i)* 140	151	.....	.....	*(k)*	131	99	93·2	.....	600
1939	101·5	99·4	100·0	*(i)* 158	178	108	.....	107·5	138	*(m)* 103	99·9	1029	748
1940	105·6	100·2	100·7	*(i)* 184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	*(i)* 199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	125·5	199·1	*(i)* 201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	128·4	213·5	*(i)* 203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	139·3	266·7	*(i)* 203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	159·2	300·3	*(i)* 203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	171·2	318·9	*(j)* 108	99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	169·1	336·0	111	.....	1818	4915	175·9	222	.....	153·2	1596	1009
1949—October	162·2	168·5	341·8	112	.....	1885	4778	176·8	221	279	153·3	.....	.....
November	161·7	168·6	342·7	112	100	1912	4790	176·8	221	281	153·6	.....	.....
December	161·5	167·5	348·3	113	.....	1920	4753	175·3	*(n)* 220	282	154·2	1653	1018
1950—January	161·0	166·9	347·0	113	.....	1910	4735	175·8	158·9	282	154·8	.....	.....
February	161·6	166·5	345·5	113	100	1920	4747	176·2	158·3	284	155·5	.....	.....
March	163·7	167·0	347·0	113	.....	1906	4682	176·0	158·1	287	156·4	1682	1020
April	164·0	167·3	350·5	114	.....	1922	4752	176·2	157·5	288	157·2	.....	.....
May	164·0	168·6	354·2	114	102	1906	4760	176·4	158·2	290	159·2	.....	.....
June	165·4	170·2	354·6	114	.....	1845	4823	176·7	158·4	290	161·0	1730	1052
July	167·5	172·5	355·6	114	.....	1825	4824	177·1	158·4	292	.....	.....	.....
August	168·5	173·0	.....	113	100	1925	4909	177·3	159·4	295	.....	.....	.....
September	169·8	173·8	.....	114	.....	2007	.....	.....	160·0	297	.....	.....	.....
October	170·7	174·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. *(b)* Middle of month *(c)* Last week of month. *(d)* Quarterly. *(e)* New Index, Base 1st. Quarter of 1949=1000 *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* June. *(i)* Years 1914-47 on base July. 1914=100. 1947 average is for first half of year. *(j)* New series on June, 1947 base. *(k)* Revised index. *(l)* Annual averages 1926-46 are on base July, 1914=100. *(m)* Average June-December. *(n)* New series August 1939=1000 beginning January 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1926=100)

(SOURCE: Dominion Bureau of Statistics)

——	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	Oct. 1949	Aug. 1950	Sept. 1950	Oct. 1950
All Commodities Classified According to Chief Component Material	64·0	127·4	155·9	97·3	95·6	67·1	75·4	90·0	103·6	129·1	153·4	157·0	157·2	168·5	173·6	172·6
I. Vegetable Products	58·1	127·9	167·0	86·2	91·6	59·3	63·7	77·0	97·0	115·1	135·4	141·1	142·8	150·1	152·7	148·7
II. Animals and Their Products	70·9	127·1	145·1	96·0	109·0	59·4	74·6	92·1	107·9	131·8	168·7	167·2	164·6	179·9	182·5	181·7
III. Fibres, Textiles and Textile Products	58·2	157·1	176·5	101·7	91·3	69·7	70·0	91·0	91·8	128·8	157·0	161·0	158·9	172·7	190·0	194·6
IV. Wood, Wood Products and Paper	63·9	89·1	154·4	106·3	93·9	62·8	79·2	96·0	120·0	162·4	186·2	187·5	188·1	207·5	213·6	210·2
V. Iron and Its Products	68·9	156·9	168·4	104·6	93·7	85·4	98·5	111·3	117·1	137·9	159·2	172·1	173·5	182·5	184·5	189·2
VI. Non-Ferrous Metals and Their Products	98·4	141·9	135·7	97·3	99·2	64·3	71·3	77·7	79·8	124·4	149·6	144·0	141·2	162·8	176·5	173·0
VII. Non-Metallic Minerals and Their Products	56·8	82·3	112·2	107·0	92·9	84·4	85·3	95·2	102·0	114·5	133·5	136·5	139·1	140·8	143·0	143·2
VIII. Chemicals and Allied Products	63·4	118·7	141·5	105·4	95·4	81·3	79·8	98·9	99·4	107·9	120·1	123·6	121·9	122·3	128·6	129·9
Classified According to Purpose																
I. Consumers' Goods	62·0	102·7	136·1	96·9	94·7	71·1	75·9	91·1	98·1	117·3	140·8	143·9	143·8	152·2	157·7	158·8
Foods, Beverages and Tobacco	61·8	119·0	150·8	90·2	100·0	63·8	73·9	89·5	103·4	122·4	152·3	154·4	153·6	164·1	166·0	164·0
Other Consumers' Goods	62·2	91·9	126·3	101·4	91·1	76·0	77·2	92·2	94·6	113·9	133·2	136·9	137·3	144·3	152·2	155·4
II. Producers' Goods	67·7	133·3	164·8	98·8	96·1	63·1	70·4	83·6	100·7	129·3	153·9	159·0	159·3	172·2	178·0	175·1
Producers' Equipment	55·1	81·9	108·6	104·1	94·6	86·0	95·4	105·7	119·1	133·1	155·7	161·0	162·5	165·1	167·2	167·3
Producers' Materials	69·1	139·0	171·0	98·2	96·3	60·5	67·6	81·1	98·7	128·9	153·7	158·7	158·9	173·0	179·2	176·0
Building and Construction	67·0	100·7	144·0	108·7	99·0	78·3	89·7	107·3	127·3	166·4	195·7	201·5	199·3	227·0	237·1	234·1
Manufacturers'	69·5	148·1	177·3	95·8	95·9	57·5	63·9	76·6	93·8	122·5	146·6	151·5	152·0	163·8	169·4	166·1
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured)	63·8	120·8	154·1	94·7	97·5	56·6	67·5	81·8	105·6	130·7	156·2	160·6	160·6	175·1	177·8	174·0
II. All Manufactured (fully or chiefly)	64·8	127·7	156·5	100·4	93·0	70·2	75·3	88·8	94·0	117·4	140·3	142·3	143·0	149·9	155·7	156·3
Canadian Farm Products																
Field	56·4	132·0	166·5	81·4	93·8	45·8	54·2	59·0	110·1	126·4	133·0	*127·5	*128·5	105·7	104·6	103·6
Animal	77·0	133·6	150·8	99·0	112·5	59·7	81·2	95·9	123·0	143·9	177·6	182·7	181·7	202·6	206·5	204·5
TOTAL	64·1	132·6	160·6	88·0	100·8	51·0	64·3	72·8	114·9	132·9	149·7	*148·1	*148·4	141·9	142·7	141·3

The Indexes for 1950 are subject to revision. * Revised to include participation payments for western oats and barley for the crop year August 1, 1949—July 31, 1950.

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January	9‡	9	2,456‡	2,456	39,488	0·05
February	10	15	2,881	3,764	26,300	0·03
March	13	21	4,604	5,659	25,118	0·03
April	10	20	1,735	2,585	14,640	0·02
May	14	23	2,905	3,488	23,874	0·03
June	17	27	1,678	2,781	30,152	0·04
July	18	32	4,930	6,379	50,750	0·06
August	8	19	127,933	129,787	1,053,000	1·26
September	11	20	13,125	15,902	38,376	0·05
October	13	20	11,933	12,557	29,973	0·04
November	8	17	11,663	13,714	49,125	0·06
Cumulative totals	131		185,843		1,380,796	0·15
1949						
January	10‡	10	1,811‡	1,811	9,710	0·01
February	7	10	6,721	7,245	71,652	0·09
March	9	11	1,951	6,601	136,317	0·16
April	9	18	2,097	7,851	138,931	0·17
May	15	23	4,028	10,532	173,925	0·21
June	16	28	4,290	11,511	141,197	0·17
July	12	20	7,717	12,592	58,005	0·07
August	14	20	3,390	4,574	36,276	0·04
September	13	25	6,515	8,588	67,933	0·08
October	14	22	10,769	16,433	69,992	0·08
November	11	22	1,381	8,925	135,690	0·16
Cumulative totals	130		50,670		1,039,628	0·11

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to November, 1950				
MANUFACTURING—				
Boots and Shoes (Leather)—				
Shoe factory workers, Vancouver, B.C.	1	98	1,275	Commenced October 31; for a new agreement providing for increased wages, following reference to conciliation board and arbitration; terminated November 17; conciliation, provincial, and negotiations; compromise.
Textiles, Clothing, etc.—				
Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	40	800	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; partial return of workers; unterminated.
Weavers and spinners, Grand'Mere, P.Q.	1	56	1,450	Commenced October 2; inter-union dispute re bargaining agency; unterminated.
Metal Products—				
Wire rope and cable factory workers, Lachine, P.Q.	2	164	3,600	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; unterminated.
Metal factory workers, Fort Erie, Ont.	1	87	1,810	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; unterminated.
Electrical apparatus factory workers, Toronto, Ont.	1	59	1,000	Commenced October 5; demand for increased wages by a union other than the present certified bargaining agency; terminated by November 30; replacement and return of workers; in favour of employer.
Steel products factory workers, Montreal, P.Q.	1	1,000	24,000	Commenced October 31; for a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay, etc., following reference to conciliation and arbitration boards; unterminated.
Shipbuilding—				
Shipyard workers, Vancouver, B.C.	2	507	6,200	Commenced October 18; for new agreements providing for increased wages, payment for nine statutory holidays, double time for Saturdays, and extension of vacation plan, following reference to conciliation boards; terminated November 17; negotiations; compromise.
SERVICE—				
Business and Personal—				
Cleaners and dyers, Toronto, Ont.	1	40	200	Commenced October 4; for a new agreement providing for increased wages, Rand formula for union dues, adjustment of overtime rates, and payment for seven statutory holidays, following reference to conciliation board; employment conditions no longer affected by the middle of November; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, NOVEMBER, 1950 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During November, 1950				
MINING—				
Coal miners, Drumheller, Alta.	1	170	170	Commenced November 27; dispute over type of powder to be used for blasting; terminated November 27; negotiations; in favour of workers.
MANUFACTURING—				
Rubber and Its Products—				
Rubber factory workers, Kitchener, Ont.	1	65	130	Commenced November 6; dispute over time standards and other grievances; terminated November 8; return of workers pending settlement; indefinite.
Animal Foods—				
Meat packing plant workers, New Westminster, B.C.	1	70	210	Commenced November 21; dispute over interpretation of clause in agreement re amount of overtime to be worked; terminated November 23; return of workers pending reference to arbitration; indefinite.
Textiles, Clothing, etc.—				
Clothing factory workers, Sherbrooke, P.Q.	3	632	500	Commenced November 17; sympathy with strikers at cotton and rayon underwear factory (listed above); terminated November 17: return of workers; in favour of employers.
Metal Products—				
Foundry workers, Port Colborne, Ont.	1	134	240	Commenced November 8; for a union agreement providing for increased wages; terminated November 9; conciliation, provincial, and return of workers pending settlement; indefinite.
Motor vehicle factory workers, Windsor, Ont.	5	10,500	7,000	Commenced November 22; dispute re job allocation following lay-offs because of material shortages; terminated November 22; return of workers; in favour of employer.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters and labourers, Cornwall, Ont.	1	40	240	Commenced November 23; for dismissal of foreman following dispute with a carpenter; unterminated.
TRADE—				
Garage workers, Brandon, Man.	4	52	300	Commenced November 23; for new agreements providing for increased wages, following reference to conciliation board; unterminated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.



CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at February 10, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

EARLY in February, the Federal Government announced its intention to spend $5 billion on defence over the next three years, and indicated the nature of the defence preparations which Canada will undertake in co-operation with the United States and other Atlantic Pact nations. At the same time, the Minister of Labour announced that a new National Advisory Council on Manpower will be set up, with 27 members representing labour, management, agriculture and women's organizations, as well as the government departments most directly concerned. The new body is to advise the cabinet on all matters relating to manpower, and to assist in developing plans for its effective use. The Minister made it clear, however, that under present circumstances, manpower needs will be met by voluntary methods.

These announcements came at a time when production has increased to even higher levels than those of the summer of 1950, and considerably above those of last winter. The index of industrial production (base: 1935-39=100) rose to 210·4 in November, about 2·5 per cent above that of June, 1950 and 13·5 per cent above the level of a year before. The index of employment in eight leading industries for the same month reached 137·9 (June, 1941=100) an increase of 4·2 per cent above that of November, 1949.

Only a small portion of this increase in production and employment has been due directly to the defence contracts actually let. Defence orders awarded during 1950 amounted to about $625 million, out of a total national product of about $17·7 billion, and the estimated 100,000 employed directly or indirectly on defence at the present time is a relatively small percentage of a civilian labour force of about 5,200,000.

The international political situation which has made these new defence commitments necessary has resulted in price rises in both domestic and world markets, however, and expectations of further rises and future material shortages have played an important part in decisions of both producers and consumers. From the point of view of employment, the most significant response to these price trends and supply conditions has been the increase in consumer demand, in capital investment, and in total value of exports, especially to the United States.

Capital investment for 1950 by business, individuals and government is estimated at about $3,900 millions, $500 million above that of 1949.

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While much of this investment has been in housing and in resource development such as that of the iron mines in Labrador, there was a decided increase in the investment in new plant and equipment among manufacturing firms in the third and fourth quarters of 1950. For the new year, one of the most important projects will be the erection of new steel-producing plant which will add very considerably to Canadian steel capacity. Under the stimulus of rising prices, especially for construction materials, and with the added incentive of possible future shortages, many manufacturers in a wide variety of industries have gone ahead with plans for new plants or for modernizing their present ones.

While buying in anticipation of future price rises and shortages has been an important factor in the recent increase in consumer demand, much of it has been made possible by the steady rise in employment and earnings. This has been reflected in an increase in labour income from $661 million in November 1949 to $733 million in November 1950. Increases in earnings have probably been the more important factor, since between November 1949 and November 1950, average hourly earnings in manufacturing increased by 6·7 per cent, as compared with a 4·3 per cent increase in employment.

All labour groups have not shared equally in the rise in labour income, since the rate of increase in earnings has varied quite widely among manufacturing industries. In the agricultural implements industry, for example, average hourly earnings increased by 10 per cent between November 1950, and November 1949, while in the railway rolling stock industry they rose by only 1 per cent, and in shipbuilding by only 0·5 per cent in the same period.

The increase in consumer demand supported by the rise in employment and earnings has been concentrated on durable goods. In the first nine months of 1950, retail sales advanced about 6 per cent, but sales of automobiles increased by about two-thirds, and that of radios and electrical appliances by 13 per cent. Sales of food and of clothing showed only very moderate gains.

The combination of a strong demand for durable goods, and an increase in capital investment, have been reflected in a rise in employment in the heavy goods industries which exceeds considerably that shown in manufacturing as a whole. Between November 1949 and November 1950, the index of employment in automobiles rose by 10·6 per cent, in electrical apparatus by 15 per cent, in rubber goods by 11 per cent, and for machinery and basic iron and steel by 10 and 11 per cent respectively. Employment in industries manufacturing food and clothing increased much less rapidly.

These statistics of industries manufacturing producers' equipment and consumers' durables indicate that up to the present at least, shortages of labour and materials have not been large enough to prevent considerable expansion in the heavy goods industries.

The third major factor operating in the economy in this past year, the increase in exports especially to the United States has directly affected employment in the primary industries. The United States now takes about 65 per cent of our exports, or about $2,020,988,000 out of a total of $3,118,400,000 in 1950. The largest increase in exports to the United States has taken place in pulp and paper products and base metals.

While employment trends in both mining and logging have reflected this increase in exports, the 30 per cent rise in logging employment is much greater than that in mining. This increased labour demand in

(Continued on page 266)

CURRENT LABOUR STATISTICS

(Latest available statistics as of February 10, 1951)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a)	Nov. 4	5,201,000	—	0·0
Persons with jobs (a)	Nov. 4	5,084,000	—	+0·6
Persons without jobs and seeking work (a)	Nov. 4	117,000	—	−20·4
Registered for work, N.E.S.				
Atlantic Region	Jan. 25	38,457	+36·7	−27·1
Quebec Region	Jan. 25	87,741	+23·4	−17·7
Ontario Region	Jan. 25	68,291	+29·1	−22·0
Prairie Region	Jan. 25	50,016	+32·6	−2·3
Pacific Region	Jan. 25	48,091	+29·8	−24·9
Total, all regions	Jan. 25	292,596	+29·0	−19·2
Ordinary claims for Unemployment Insurance benefits	Jan. 1	190,101 (b)	+52·3	−14·4
Amount of benefit payments	December	$5,308,818	+26·9	−26·1
Index of employment (June, 1941=100) (Eight leading industries)	Dec. 1	139·2	+0·9	+5·3
Immigration	November	6,830	+18·4	−25·8(c)
Industrial Relations—				
Strikes and lockouts—days lost	January	16,763	—	—
No. of workers involved	January	6,253	—	—
No. of strikes	January	17	—	—
Earnings and Income—				
Average weekly salaries and wages (eight leading industries)	Dec. 1	$46.72	+0·7	+6·6
Average hourly earnings (mfg.)	Dec. 1	$1.08	+1·2	+7·7
Average hours worked per week (mfg.)	Dec. 1	43·1	+0·2	+0·5
Average weekly earnings (mfg.)	Dec. 1	$46.42	+1·5	+8·2
Cost of living index (av. 1935–39=100)	Jan. 1	172·5	+0·8	+7·1
Real weekly earnings (mfg. Av. 1946=100)	Dec. 1	111·0	+1·3	+2·2
Total labour income	November	$733,000,000	+1·4	+10·9
Industrial Production—				
Total (Av. 1935–39=100)	November	210·4	−0·2	+13·5
Manufacturing	November	220·7	−0·5	+12·9
Non-durables	November	196·7	−0·4	+7·2
Durables	November	261·9	−0·7	+21·4
Trade—				
Retail trade	November	$728,600,000	+1·6	+9·7
Exports	December	$289,900,000	−1·0	+1·5
Imports	December	$266,200,000	−18·8	+24·7

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Includes ordinary live claimants plus claimants for supplementary benefits.

(c) This percentage compare the cumulative total to date from first of current year with total from same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Encourage immigration to Canada by financial assistance

A plan to advance part of the cost of transportation to immigrants whose services are urgently required in Canada was announced on December 29, 1950, by the Hon. Walter Harris, Minister of Citizenship and Immigration.

"The plan will come into effect on February 1, 1951," Mr. Harris said. "The advances will be made on a recoverable basis to the heads of families or single persons who do not have sufficient funds to pay their own way."

Mr. Harris outlined the details associated with this plan which constitutes a major development in Canada's immigration policy:—

"The advances made will apply to transportation from port of embarkation to destination in Canada. The immigrants, however, will be required to contribute not less than thirty dollars, or an equivalent amount in the currencies of their own countries.

"Immigrants accepting these advances must agree to work for a Canadian employer and remain in the same type of employment for a period of one year, or until such time as they have repaid the money advanced to them by the Government.

"To facilitate repayment the immigrants will also be required to give their employers the authority to deduct amounts from their wages which will be applied against the loan. The period during which these deductions will be made will depend on the immigrant's earnings in Canada, but will not exceed twenty-four months."

The plan will be available to selected immigrants from the United Kingdom and Western European countries, and applications may be made to Canadian immigration offices in those countries.

Mr. Harris explained that this plan was developed because of the increasing difficulty being experienced in obtaining workers who can meet Canadian requirements. There are, however, many persons on the continent and in the United Kingdom whose skills are needed in Canada now, and will be more urgently needed in the event of an extensive manpower shortage in the spring of 1951.

On January 26 the conclusion of an immigration agreement with the Government of India was announced, authorizing the admission to Canada of 150 citizens of India a year for permanent residence, provided the immigrants comply with the Canadian Immigration Act. In addition, a citizen of India who is the husband, wife or unmarried child under 21 years of age of a Canadian citizen may be legally admitted.

Program against unemployment approved by UN

Four resolutions to further full employment and economic stability were adopted by the General Assembly of the United Nations on December 12. One noted with satisfaction the "vigorous action" taken by the Economic and Social Council at its last session to promote full and productive employment in an expanding world economy. The Council (whose accomplishments were summarized on page 1874 of the November issue of the Labour Gazette) had recommended a number of domestic and international measures for the purpose. Among other things, it also asked the Secretary-General to prepare studies and questionnaires to this end, and, in addition, to appoint expert groups to report on various aspects of the question.

Recent international events, said another resolution dealing with the current world economic situation, had caused the appearance of new economic factors which might dislocate the general economic stability and the economic progress of many countries. The Assembly therefore asked the Council to give special attention at its next session to current changes in the international economic situation and to recommend measures, both to governments and the Assembly, which would make the uninterrupted progress of development and economic stability programs possible. All members were accordingly invited to submit their views to the Council on the way the present world economic situation had affected their economic progress and the prospects of continuing world economic expansion.

The Assembly also recommended that the Secretary-General and the specialized agencies prepare material to guide the governments of underdeveloped countries, if they so wished, in collecting economic and statistical information which the

Council regarded as necessary for the implementation of its resolution on full employment.

The fourth resolution sought to avoid the possible aggravation of unemployment and under-employment in underdeveloped countries that might arise from mechanizing certain branches of agriculture and industry in order to raise their productivity.

The General Assembly realized that there would be such unemployment in many cases unless additional employment facilities already existed at the time of mechanization or else were simultaneously created in the economy as a whole. It therefore stressed the need for having this problem considered by the expert group which the Secretary-General is to appoint, at the Council's request, to prepare a report on national and international action for reducing unemployment and under-employment in underdeveloped countries. The Assembly accordingly impressed upon him the need to have these experts give due consideration to:—

(i) ways and means of preventing the possible aggravation of unemployment and under-employment;

(ii) social security measures to avoid interrupting the income of workers temporarily unemployed through mechanization or technological progress; account should also be taken of the work of the International Labour Organization in this field.

As regards the work of the ILO, Mr. V. C. Phelan, Canada Director of the ILO, made a statement to the Second Committee of the Assembly outlining the work of the Organization over a period of years in the whole field of employment, and its current activities, in which representatives of workers and employers, as well as governments, participate. Mr. Phelan pledged the co-operation of the ILO with other UN bodies in this field.

UN approves changes in human rights covenant

The United Nations General Assembly on December 4, 1950 gave its approval to a number of recommendations which will considerably alter the final text of the United Nations Covenant on Human Rights. The recommendations, which are in reply to questions submitted to the Assembly by the Economic and Social Council, are dealt with in the January 1 issue of the *United Nations Bulletin*.

On December 10, 1948 the United Nations Assembly adopted the Declaration of Human Rights, the text of which is reprinted in the Labour Gazette, February 1949, pp. 162-5. In the drawing up of a Covenant, the Commission on Human Rights has the task of working out an international instrument which, when ratified by member governments, will have binding effect in the field of human rights. The Commission has also to deal with measures of implementation or enforcement.

For the important work it has so far accomplished, the Commission was commended by the General Assembly. However, the latter declared that the first 18 articles submitted did not include some of the most elementary rights. The wording of these articles, it maintained, should be improved and made more precise to give more effective protection of the rights to which they referred.

The second question put to the Assembly touched on the desirability of special articles defining the applicability of the Covenant to federal states and Trust and Non-Self-Governing Territories. The Assembly, in reply, requested the Human Rights Commission to draw up recommendations to secure the maximum extension of the Covenant to the constituent units of several states. As for Trust and Non-Self-Governing Territories, the Assembly approved of an article ensuring applicability equally to a signatory metropolitan state and to all territories, non-self-governing, trust or colonial governed or administered by it.

To the third question whether the Covenant should contain economic, social and cultural rights, the Assembly decided that it should and that the preparation of such clauses be executed by the Commission in co-operation with other organs and with the specialized agencies. Furthermore, the Covenant should explicitly recognize the equality of men and women in the enjoyment of such rights.

The debate in the Third Committee on these rights revealed sharp differences of opinion as to the urgency of including them in the first draft Covenant, the *Bulletin* had reported in mid-December. Some speakers, including ILO and UNESCO representatives, pointed out the difficulty of defining and implementing these complex rights. Others maintained that a covenant lacking essential economic, social and cultural rights would be not only out of line with the Declaration, but completely unrealistic.

Reviewing the work of the ILO in the field of such rights, V. C. Phelan, director of the ILO, Canadian branch, maintained that international instruments dealing with economic and social rights should be worked out carefully and in detail. Broad statements alone would invite varying

interpretations and thwart their ultimate goal which is to benefit people everywhere. The ILO, Mr. Phelan stated, had worked out several conventions which had the same objective as the articles on economic and social rights in the Declaration. Reiterating the views of the ILO Governing Body on the inclusion of economic and social articles in the Covenant, he said that the place of the ILO should be given full consideration in order to avoid duplication or even conflict as to detail.

On the question of whether the draft contained adequate measures of implementation, the Assembly resolved that the Covenant should include provisions obligating states to encourage the implementation of rights and freedoms laid down, and to take all necessary steps to guarantee these rights to everyone.

These decisions, with one exception, were reached by the Assembly in an over-all resolution adopted on December 4 of last year with 38 votes in favour, seven against and 12 abstentions.

In another resolution the Assembly invited all states and interested organizations to celebrate December 10, the day of the proclamation of the Universal Declaration, as Human Rights Day.

Meeting of ICFTU Executive Board in Brussels

The Executive Board of the International Confederation of Free Trade Unions met in Brussels, Belgium, November 9-11. The meetings were presided over by Mr. Paul Finet, ICFTU president. Canadian representatives at the meetings were Percy R. Bengough, president of the Trades and Labour Congress of Canada, and C. H. Millard, a vice-president of the Canadian Congress of Labour.

It was decided that the next world Congress of the ICFTU will be held in Milan, Italy, commencing July 4, 1951; the next meeting of the Executive Board will also be held in Milan on July 2 and 3.

The Board approved plans for the establishment and development of regional bodies of free trade unions. The hope of the executive was that most of the free trade unions of the world would become organized in this manner.

The Executive Board gave special attention to the problem of aiding underdeveloped countries. A report, designed to serve as the Federation's blueprint for a program of economic and social action in Asia and other underdeveloped countries was adopted. The study reviewed the economic position of workers in these countries, and recommended financial and technical assistance. The need for well-developed trade unions to ensure effective utilization of such aid was strongly emphasized. The report will be presented to the United Nations with a proposal that "concerted international action" be taken to implement its recommendations as soon as possible.

It was also decided to send two delegations to Africa. One would tour North, West, and Central Africa, including Morocco, Algeria, Tunisia and possibly Libya. The second would start its preliminary survey before attending a Regional Trade Union Conference in Duala in February and then continue its work.

The Board approved the recent appointment of Dhyan Mungat as the ICFTU Asian representative; and decided to engage a Director of Education whose immediate work would be to elaborate the program of education in Asia. The new director will work in close co-operation with the Asian trade unions, and the ICFTU Asian representative. The Asian representative was also instructed to proceed to Korea to study the trade union situation movement there and make recommendations for its reconstruction.

In a statement on the trade union situation in Japan, the Executive Board welcomed the establishment of the General Council of Japanese Trade Unions, and congratulated Japanese unionists "who have succeeded in wresting control of their trade union movement from anti-democratic forces." However, the resolution noted that considerable work remained to be done in the attaining of complete unification within the Council. The resolution said in part:—

> The Executive Board recognizes, however, that much remains to be done before the democratic forces in the Japanese trade union movement are fully consolidated in the new General Council. It therefore calls upon all democratic Japanese trade union organizations—confederations as well as individual national trade unions—to take the necessary measures to speed up their unification within the General Council. Moreover, the Executive Board considers that every effort should be made to bring about the affiliation of the General Council to the ICFTU with the least possible delay.

Another resolution protested against the action of the Chinese Communist government in intervening in the Korean war and welcomed "the action of the United Nations aimed at the withdrawal of Chinese troops from Korea." The Board also urged the United Nations to take measures to stop Chinese action in Tibet.

The meeting approved preliminary arrangements for the Latin-American

Regional conference (held in Mexico City from January 8—see below), and adopted a resolution protesting what the ICFTU described as "the repressive measures of the Peruvian dictatorship" against labour organizations in that country.

In bringing this matter to the attention of the United Nations, the ICFTU Executive urged that the UN, together with the "governments of all free and democratic countries" should adopt policies to combat these "repressive measures." The resolution especially demanded protection for " . . . the rights of workers as proclaimed in the United Nations Charter and in many other international resolutions, the adoption of which by various assemblies has never been followed by the desire to translate them into action."

Several recommendations from the European Regional and Education Conferences were approved. Included among these were: a proposal that two summer schools be held in Europe in 1951; and that the Regional Secretariat take over responsibility for the work of the ERP trade union advisory Committee. Proposals for the economic integration of Europe were also endorsed by the Board.

The activities of the Confederation's Schuman Plan Committee were received, and the ICFTU will continue to coordinate the activities of the trade unions concerned in the plan.

The Executive Board also strongly protested against the decision of the Political Committee of the United Nations General Assembly "aiming to revoke the Resolution of 12 December 1946, concerning the withdrawal of Ambassadors and Ministers from Madrid, and also to revoke the recommendation to debar Spain from membership in international agencies. . . ."

Among the other resolutions and recommendations from European trade unions approved by the Executive were: a proposal from the Austrian Federation urging "an inquiry into the possibility of the interchangeability of trade union contributions and benefits of migratory workers;" and an Italian recommendation urging the condemnation of "communist terror and intimidation practised against the free trade unions and their officials."

The Executive Board approved the affiliation of the Swiss Confederation of Labour, and receipt of applications from several countries was announced. The Confederation estimated that these new applications, when accepted, would add about one million more workers to the present strength of more than 50 millions in 58 different countries. An application from the Italian Workers' Union for membership was deferred for further action by the European Regional Secretariat.

Canadian unionists attend meeting in Mexico

A regional conference of the International Confederation of Free Trade Unions, held in Mexico City, the week of January 7, was attended by Percy Bengough and A. E. Hemming, President and Secretary respectively of the Trades and Labour Congress of Canada; and by Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, George Burt, Canadian Director of the United Automobile Workers, and Fred Dowling, Canadian Director of the United Packinghouse Workers.

The conference brought together delegates from North and South America to discuss the special problems of labour organization, legislation, and social conditions in the area. Mr. Conroy, who is a member of the Executive Board of the ICFTU, was honoured by election to the post of Co-Secretary of the Conference.

Booklet on pension plans for income tax purposes

The Taxation Division of the Department of National Revenue has issued a booklet providing a statement of principles and rules respecting the application of the Income Tax Act to pension plans. Under the provisions of the Act, "contributions to approved employees' superannuation or pension fund or plan are deductible in the computation of income. . . ."

The booklet points out that an employee is allowed to deduct from his income an amount not exceeding $900 in any one year, if that amount has been deducted from his remuneration by his employer under a pension plan for future benefit payment as a pension. In addition, he is also allowed to deduct an amount not in excess of $900 in any one year, for payments made to make up for back service prior to the inauguration of a plan.

Should the employee's back service payments in any one year exceed $900, the excess over $900 can be used in computing deductions in a subsequent year.

An employer is entitled to a deduction not exceeding $900 paid "to or under an approved superannuation fund or plan in respect of services rendered by each employee, officer or director of the taxpayer in the year. . . ." In addition, if the employer is required to make a special payment (or payments) to the fund in



CANADIAN LABOUR LEADERS IN HISTORIC MEETING

The photograph above records an incident of historical significance for Canadian labour. For the first time the leaders of the four main divisions of trade unionism in Canada met together early in January to formulate a common program on a matter of mutual concern. As a result of the meeting it was decided to draw up a brief asking the Government to reinstitute price controls and to retain rent controls. It was also decided to seek an interview with the Government which would mark the first occasion on which representatives of the four organizations had appeared personally to present a joint submission.

Front row, left to right: Gérard Picard, President, Canadian and Catholic Confederation of Labour; Percy R. Bengough, President, Trades and Labour Congress of Canada; Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour; A. J. Kelly, Chairman, Dominion Joint Legislative Committee, Railway Brotherhoods. Back row: Jean Marchand, Secretary, CCCL; Gordon C. Cushing, Secretary-Treasurer, TLC; W. H. Phillips, Railway Brotherhoods. (President A. R. Mosher of the CCL was absent because of illness.)

respect of employees' back services he may also claim a deduction. However such payment can only be made "following recommendation by a qualified actuary" that the payment is necessary "to ensure that all the obligations of the fund or plan to the employees may be discharged in full;" and provided the employer has made the payment "so that it is irrevocably vested in or for the fund or plan," and provided the payment has been approved by the Minister on the advice of the Superintendent of Insurance.

In giving further details of the nature of a pension plan in order for it to be eligible for income tax deductions, the booklet discusses such topics as: eligibility; amount of pension; past service benefits; future service contributions by employer and employee; past service payments by employer and employee; vesting; settlements on severance or death; payments on retirement; foreign pension plans; insurance contracts; pension trusts; funded trusts; insurance benefits; discontinuance of pension plans; and other conditions governing approval as an accepted plan for income tax deductions.

The booklet, entitled *Pension Plans for The Purpose of The Income Tax Act,* is available from the Taxation Division, Department of National Revenue, Ottawa.

Study of machinist trades

The latest publication to be issued by the Department of Labour in the "Canadian Occupations" series deals with the Machinist and Machine Operator trades.

In announcing its appearance, the Minister of Labour, Hon. Milton F. Gregg, stated that these occupational pamphlets and monographs have proven very popular and that the demand for them continues to grow. Most of the pamphlets are distributed through the ten provincial Departments of Education for distribution directly to high schools, and through the National Employment Service and the Department of Citizenship and Immigration to individuals entering occupations for the first time.

Other publications already in the press cover occupations in the printing industry, and in automotive mechanical and repair work. Monographs covering the building trades and those in natural science and engineering have already been issued.

In advanced stages of preparation are publications on the baking industry, on foundry work, on electronics occupations, on non-professional hospital work, and on mine workers.

Management and labour are showing an increasing interest in the publications. In the province of Quebec, the requests have been especially large for the French edition.

A considerable number of requests, the Minister noted, have been received for the series from other countries, including France, Brazil, Israel and Haiti, in addition to the United States and Commonwealth countries.

More than 700 LMPC's now in operation

A continued increase in the number of labour-management production committees is reported by the Labour-Management Co-operation Service. At the end of 1950, the Service had a record of 710 committees, 20 more than at June 20, 1950. Almost 300,000 employees were employed in plants in which these committees were operating.

Few court actions required over family allowances

Violations of family allowances regulations required court actions in only 26 cases in the latest fiscal year, the Minister of National Health and Welfare, Hon. Paul Martin, reported recently.

Many hundreds of investigations were carried out during the year by the treasury and social welfare officers of the family allowances division, he said, but in only about two dozen instances did the circumstances warrant prosecution.

Parental co-operation is "steadily growing," Mr. Martin stated, and improved facilities for checking registrations of births and deaths are gradually eliminating the possibility of fraud through duplicate applications or the registration of non-existent children.

The same factors are causing overpayments to decrease, he said, and employers, school authorities and welfare agencies are "most helpful" in advancing the objectives of the Act.

Since payments began in July, 1945, more than $1,377,000,000 have been paid to parents. Overpayments outstanding at the end of March, 1950, totalled $451.174.78. These had been reduced to $422,499 as of September 30, or three one-hundredths of one per cent of the total amount disbursed in the five years. Overpayments because of birth date errors have been almost completely eliminated in so far as births during the past three years are concerned.

Studies show, Mr. Martin said, that overpayments occur most frequently when children under 16 go to work for wages,

are absent from school or are not being maintained by their parents. Efforts are continually being made to obtain from parents and others concerned the speediest possible notice when a child becomes ineligible for allowances.

Costs and revenues of Canadian coal mines

The annual survey of operating costs and revenues of the Canadian coal mines for the year 1949 shows that the industry realized a profit of 38 cents per net ton, which is the same as the profit shown by the survey for the year 1948. For the second time in the 19-year history of this report a profit was made by all coal mining areas, according to the Dominion Coal Board.

While total production costs have risen from the low point in 1940 of $3.40 per net ton to a high in 1949 of $6.03, total revenues have similarly increased from the low of $3.43 in 1936 to the highest point on record of $6.41 per net ton in 1949.

Increases in total revenues over those reported in 1948 ranged from 9 cents per net ton for Saskatchewan to 67 cents for Alberta sub-bituminous mines.

Profits in excess of those for the year 1948 were shown by mines in both Saskatchewan and Alberta, the profit increases ranging from 2 cents per net ton for Alberta sub-bituminous to 12 cents for Alberta bituminous mines. Profits less than those for 1948 were shown in mines in Nova Scotia, New Brunswick and British Columbia, the decrease in profit position ranging from 11 cents per net ton for British Columbia to 25 cents per net ton for New Brunswick.

Of the average cost per ton of $6.03, labour cost was computed at $3.63, an increase of 16 cents over the 1948 cost. Labour cost averaged 60 per cent of the cost of each ton produced.

Production per man-day increased excepting in the New Brunswick, Alberta sub-bituminous and British Columbia fields, while Nova Scotia showed no change. The average production per man-day was 3·33 tons.

TLC suspends Vancouver Civic Employees Union

On a charge of failing to comply with the decision of the 64th annual convention, which called upon all affiliated organizations to remove from key positions and to expel from their ranks Communists and sympathizers, the Trades and Labour Congress, on December 12 last, suspended the charter of the Vancouver Civic Employees Federal Union No. 28 (L.G., Jan., 1951, p. 11).

The union was also charged with failing to comply with requests of the General Secretary-Treasurer, under the constitution, for an examination of the books of the union for the protection of the membership.

In the suspending letter President Bengough said:—

"Conclusive evidence has been placed before me proving continuous collaboration between the officers and representatives of Vancouver CEU No. 28 and ranking members of the Labour-Progressive Party to a degree to eliminate any shadow of doubt that (Local 28), under its present leadership, is definitely under Communist control."

Mr. Bengough urged all members of Local 28 to align themselves during the period of suspension with the recently set-up Employees Union No. 407, in order to protect "their standing and their interests in the free trade union movement, as recognized and represented by the TLC and its affiliated organizations."

TLC upholds refusal to seat United Fishermen delegates

Action of the British Columbia Executive of the Trades and Labour Congress of Canada, in refusing to seat two delegates from the United Fishermen and Allied Workers' Union, Vancouver, was upheld by President Percy R. Bengough in reply to a letter of protest from the union.

In line with the anti-Communist policy laid down at the annual convention of the TLC, the delegates were barred from taking their seats at the annual meeting of the affiliated British Columbia unions and district councils, held in Victoria last November (L.G., Jan., 1951, p. 39).

Referring to information he had received, that one of the delegates had tendered his resignation to the Labour-Progressive Party in August last, Mr. Bengough said that he "would need verification of this, and his reasons for resigning" and some evidence that he is "no longer a sympathizer with the aims and tactics of the Labour-Progressive Party."

Mr. Bengough added that he could say quite frankly that the desire for further evidence was without prejudice in any respect to the delegate, and that it arose "from the fact that resignations from Communist Parties and Communist Front Organizations are being produced wholesale of late 'on instructions to go underground.' Naturally we will do all possible to protect any and all individual members but can-

not overlook the more paramount need of protecting our Movement and Unions from new line of attack."

Proposed bill would bar appeal from Quebec Board decisions

On January 12 the Hon. Maurice Duplessis, Premier of Quebec, announced that a bill would be introduced at the resumption of the Provincial Legislature to make decisions of the Labour Relations Board beyond all dispute and not open to question or review in courts of justice. Such legislation, if passed, would prohibit the filing of briefs with the courts requesting a writ of mandamus, certiorari, prohibition, etc.

"These briefs and other actions before courts of justice only paralyse and retard the functions of the Labour Relations Board, and the new Act will declare the Board to be above all action in the civil courts," the Premier stated.

Mr. Duplessis also said that the new Act will exempt the Board from actions which might be taken under Section 50 of the Code of Civil Procedure, which gives the Superior Court the right of supervision over other courts.

Apprenticeship meeting to be held in Quebec

An apprenticeship conference, to be held in Quebec City from May 29 to June 1, 1951, will be attended by delegates from the Canadian provinces, the Department of Labour, and the American states, and by representatives of management and labour.

It has been announced that the agenda will include a study of the apprenticeship system in force in Quebec as well as discussion of various problems connected with the training of apprentices in different trades.

Nearly 700 delegates are expected to attend.

Francq appointed to Quebec board

Marcel Francq, president of the Quebec Federation of Labour, has been appointed a member of the Quebec Labour Relations Board. He will fill the vacancy created by the death last fall of Elphege Beaudoin. Roger Provost, vice-president of the Quebec Federation of Labour, will succeed Mr. Francq as president, while Adrien Villeneuve, international representative of the International Association of Machinists, will be the Federation's new vice-president. Mr. Provost is secretary of the Montreal Trades and Labour Council and represents that group on the City Council.

Laval's Industrial Relations Review

With its December issue, Laval University's Industrial Relations Bulletin became an Industrial Relations Review. Convenient in size, the new Review contains sixty pages of original text. It is bilingual.

The change in format is intended to permit the presentation of more elaborate studies on subjects relating to labour-management relations.

Increase in minimum wage rates in Quebec

From December 16, 1950, the minimum rates for all workers covered by General Minimum Wage Order 4 were raised by 20 per cent. Order 4 fixes minimum wages and general working conditions for factory, shop, office and hotel employees, chauffeurs, messengers, garage workers, watchmen, janitors, certain seasonal employees, telephone operators and various other types of unorganized workers.

The Minister of Labour for Quebec stated that the raise will cover about 400,000 employees under General Order 4. As a result of the increase, the minimum rate for most factory, shop, and office workers in Montreal and district is now 42 cents an hour instead of 35 cents.

A similar increase of 20 per cent went into effect on December 2 for the approximately 80,000 woodsmen who are covered by a special Order (No. 39).

A more detailed statement of these increases in minimum rates will be found in the *Labour Law* section at p. 247 of this issue.

Safety course in Quebec technical schools

A course in industrial safety is being given in technical schools of the Province of Quebec, under the auspices of the Quebec Safety League.

Inaugurated in 1932, with the official sanction of the Provincial Government, the course is now included in the curriculum of the technical schools at Montreal, Quebec, Three Rivers and Hull.

The originator of the course was Colonel Arthur Gaboury, who, in October 1949, was guest of honour of the French Industrialists' Association for the Prevention of Accidents at the inauguration of a similar course at the School of Arts and Crafts in Paris.

The course has been divided into eight lessons, dealing with the following subjects: (1) Definitions and General Principles; (2) Physical Means of Preventing Accidents; (3) Safety Education; (4) The

Safety Organization; (5) Statistics as an Instrument of Research into the Causes of Accidents; (6) Safety Rules; (7) Industrial Fatigue; (8) Organization of First Aid.

Safety code for woodworking industry

At the request of the Canadian Association of Administrators of Labour Legislation the Executive Committee of the Canadian Standards Association recently authorized the organization of a committee to develop a safety code for the woodworking industry. This is the second safety problem on which the CAALL has sought the assistance of the CSA with a view to developing uniform codes which can be made legally enforceable in all Provinces as deemed advisable by the authorities. In 1948, at the request of the Association, a *Code of Practice for Window Cleaning* was drawn up by the CSA and approved as CSA Standard Z-91—1949 (L.G., 1949, p. 677).

The CAALL was organized in 1938 by federal and provincial labour officials for the purpose of improving legislative and administrative standards and bringing about a greater degree of uniformity in provincial laws.

Control of industrial health hazards in Ontario

Health hazards from radioactive materials and from silica and alumina are among problems to be investigated with equipment being obtained for Ontario's division of industrial hygiene with the aid of federal health funds.

This was disclosed recently by the Minister of National Health and Welfare, Hon. Paul Martin, with the announcement of a grant for the study and control of health hazards in industry.

With the increasing use of radioactive materials in factories, in research laboratories and in hospitals, quicker and more accurate methods of determining radioactive contamination are imperative, Mr. Martin said. More than $5,000 of the grant will be used for equipment which can rapidly assess the quantity of radium, radon and gaseous radioactive materials to which a person may have been exposed. Known as a particle counter, this piece of apparatus was developed by the United States Atomic Energy Commission.

The remainder of the grant, about $6,500, will be spent on equipment for investigating health hazards associated with exposure to dust containing particles of silica and alumina and for studying environmental problems such as humidity, temperature, lighting and ventilation.

The Ontario health department has for a number of years been active in combating health hazards in industry, Mr. Martin noted. The extra equipment for its laboratory will enable it to provide a more extensive service, particularly in the new fields of study arising from the use of radioactive substances.

Safety campaign of *B.C. Lumber Worker*

The *B.C. Lumber Worker*, official publication of the International Woodworkers of America, B.C. District Council No. 1, has been devoting considerable space in each issue to endeavours to reduce accidents in the logging industry.

Each weekly edition contains a two-page spread devoted entirely to features on accidents and accident prevention. Among these features are "1950 Coast Logging Accidents," a story of a fatal accident told in a sketched diagram and a few paragraphs relating the events of the tragedy; "The Diary of a Safety Man" by Sawdust Sam; and cartoons such as "Otto Knowbetter" a lumber worker who learns about safety the hard way.

All this is in line with the policy of the International Woodworkers, adopted at its convention held in Minneapolis, to promote a full-scale safety program. The program is to operate through the formation of an international safety council, supplemented by district and local councils.

Slight drop in British trade union membership

A report on trade union membership in the United Kingdom, published by the Ministry of Labour, gives the aggregate membership at the end of 1949 as 9,262,000. This is a slight reduction from the 1948 total, when trade union membership reached an all-time high of 9,309,200.

Trade unions numbered 706, a reduction of 12 from the previous year.

It is noted that in spite of the progressive fall in the number of separate unions as a result of the tendency towards amalgamation, there are still 400 unions with a membership of less than 1,000, most of which had fewer than 500 members. These unions, however, represent only about one per cent of the aggregate trade union membership. About two-thirds of the total membership was accounted for by the 17 largest unions, all having a membership of 100,000 or more.

The general labour organizations group, with a membership of 2,110,470, accounted for the greatest number of members. The metal manufacture, engineering, shipbuilding, electrical goods, vehicles and other

metal trades group came next, with a membership of 1,640,000. Railways accounted for 588,150, and coal mining 794,300.

Female membership was less than one-fifth of the total. However, in certain industry groups, notably cotton and clothing, and in education, it greatly outnumbered the male membership.

The number of federations of trade unions remained unchanged at 51.

At the time of the publication of the above report, the Chief Registrar of Friendly Societies issued a summary of membership and finances of unions of employees registered under the Trade Union Act. This summary relates only to registered trade unions in Great Britain, whereas the foregoing figures pertain to the United Kingdom and include both registered and unregistered trade unions.

In 1949, there were 417 unions on the register, with a total membership of 7,883,736. Revenue from membership for the year was £15,885,000 and from other sources £1,796,000. Benefit payments, including unemployment, dispute, sickness and accident, superannuation, etc., amounted to £4,532,000.

In addition to the 417 employee organizations, there were 96 registered associations of employers, with an aggregate membership of 116,021.

Consumers' councils in British nationalized industries

Consumers' councils, representing consumer interests, as provided for in Britain's nationalizing legislation, have been set up in the coal, gas, electricity, transport, and civil aviation industries. In the first three industries alone, around 700 persons, exclusive of local committees and secretarial staffs, are engaged on remedial and explanatory work on matters affecting the public, the U.K. Office of Information reports.

The Iron and Steel Act, 1949, also provides for the setting up of consumer councils, which must be done within six months of the vesting date.

The functions of consumer councils are to advise their parent authorities of consumer reactions and, conversely, explain to the public, as consumers, reasons for "apparently obscure" actions taken by public boards, in addition to fulfilling their role of "watchdogs over consumers' interests." The councils may act in one or both capacities.

While there is no set form of consumer representation, three distinct patterns, as follows, can be traced, it is observed: (1) national and regional; (2) national only; (3) regional only, with local committees.

In the coal industry, for example, there is two-tier representation at the national level: an industrial consumers' council, whose members represent consumers, sellers and suppliers of fuel in bulk; and a domestic coal consumers' council, whose members represent similar groups concerned with fuel used for domestic purposes. These councils are required to submit annual reports to the Minister, who lays them before Parliament.

In the first two years of its existence, only five complaints were received by the industrial coal council. The domestic coal council, in its second year, dealt with 90 complaints, mostly concerning quality and, as a result of action on the part of the council, it is reported, remedies were provided in a number of cases.

Social insurance reciprocity with U.K.

Through reciprocal arrangements co-ordinating the national insurance, industrial injuries insurance, and family allowances schemes of Great Britain and Northern Ireland and the Isle of Man, these schemes now operate as a single system.

The U.K. also maintains agreements with the Irish Republic for sickness, maternity and unemployment benefits, and insurance of seamen; with New Zealand for family allowances; and with France for sickness, retirement, maternity, death and industrial injuries benefits.

A multilateral agreement on social security, signed by the five Brussels Treaty Powers, was ratified by the United Kingdom in May, 1950 (L.G., Aug., 1950, p. 1136).

Economic Council reports on U.S. economy

The fifth annual report of President Truman's Council of Economic Advisers was issued late in December, and gave a statement of the economic problems facing the United States in 1951. The report urged immediate action by the Administration to introduce price and wage controls, a broader tax program to finance increased defence requirements of the country, and more definite fixing of defence requirements necessary to meet the present world situation.

The report put considerable emphasis on the danger of inflationary pressures. The advisers recommended that the country try to balance the budget, and adopt a pay-as-you-go method of financing defence expenditures.

The economists estimated that some 8½ per cent of American production is now devoted to military needs, and the filling of United States commitments to other countries. They said:—

"The concentration of our productive efforts upon defence objectives could rise far above this point, and we could still maintain a vigorous national economy capable of meeting additional demands upon it."

The report estimated that "it should be possible to increase the total of private and public output by about 25 per cent in the next five years" by a combination of the growing labour force, a longer work week, and the application of technology.

The Council warned that the defence program would be of long duration, and would demand sacrifices from all. "It is certainly not too much to ask that wage-earners forego efforts to increase their living standards during a time when the economy simply cannot produce more civilian goods and also carry the heavy burden of rapid rearmament," the report said. In the matter of wage and price controls, the economists recommended flexibility, and declared that "the trend of wages available for spending after taxation and other restraints should be kept in line with trends in the availability of consumer goods."

Two possible courses in the setting of a wage control policy were outlined in the statement. One possibility was to hold wage lines approximately where they are at present, until such time as the output of consumer supplies could be expanded again; and the other would be to work out wage increase formulas taking into account productivity and cost-of-living adjustments. The Council considered the second approach would have the advantage of providing the wage-earner with incentive, but would be dangerous unless taxes were increased sufficiently to keep wage gains out of the spending stream.

In urging a pay-as-you-go taxation system, the report said:—

> The prospect that the defence effort will be prolonged makes it particularly important to cover the cost through taxes. Borrowing has its place in the financing of a short, intensive effort; but it is dangerous for a long-drawn-out effort. . . .
>
> Unless the borrowing is accompanied in the present by a decrease in spending (an increase in consumer saving) or by a reduction in business investment, the inflationary pressure of increases in Government expenditures will not be offset and immediate inflation will result.

United Labour Policy Committee formed

Organized labour in the United States has formed a fourteen-man United Labour Policy Committee designed "to develop a common approach to the problems arising out of the mobilization and stabilization program."

The Committee represents the American Federation of Labour, the Congress of Industrial Organizations, the Railway Labour Executives Organization, and the International Association of Machinists. The United Mine Workers of America are not represented on the Committee.

In a brief presented to President Truman on December 20, the Committee said that organized labour "wants participation and real leadership in every important agency in . . . (the) . . . mobilization effort." The brief said further:—

> Free labour can make its fullest contribution only if it is permitted to serve at all levels of defence mobilization both with respect to policy and administration. No one group has a monopoly of ideas in the mobilization of our resources. Each group has much to offer and co-operatively we can defeat the world-wide challenge of dictatorship.

The Committee submitted to the President the "basic principles" under which labour would accept wage stabilization. These conditions were:—

> Stabilization policy must permit adjustment of wage rates to compensate for increases in the cost of living;
>
> Contracts which assure wage stability must be recognized;
>
> Stabilization policy must not freeze wages but must allow for flexibility, to provide for correction of substandard wages and adjustment of wage inequities within or between industries;
>
> The Wage Stabilization Board, presently an advisory unit of the Economic Stabilization Agency, should have the authority to make decisions within its own sphere.

The Committee also asked for "an equitable tax, savings and price and rationing control program" which it said would be the answer to the problem of excess purchasing power.

Extent of multi-plant bargaining in U.S.A.

A recent study by the United States Bureau of Labour Statistics, published in the December 1950 issue of *Monthly Labour Review,* shows the extent to which unions are now engaged in multi-plant or multi-employer bargaining.

Under the Labour-Management Relations Act of 1947 (Taft-Hartley Act), the National Labour Relations Board is authorized to determine, in the event of a dispute between a union, or several unions, and an

employer, or group of employers, the scope of the bargaining unit for the purposes of union representation. In some instances, the Board has found the appropriate bargaining unit to be a single craft or group of employees; the bargaining unit, in other instances, has included all production employees in one or several plants of the employer. In still other instances, the Board has decided in favour of a bargaining unit which embraces a number of employers and one or more unions. However, in the majority of cases the parties themselves have, without recourse to State or Federal labour agencies, agreed to establish the area or scope of the coverage of their contracts.

The Bureau of Labour Statistics classifies agreements according to the "employer unit" into several major sub-groups. These divisions show whether the contract (*a*) relates to a single plant or establishment of an employer; (*b*) includes more than one plant or establishment of the same employer (multi-plant bargaining); or (*c*) covers a group of employers formally or informally organized as an association (multi-employer or association bargaining).

In a study last year of 3,376 agreements covering more than four million workers, the Bureau found that out of every 100 contracts 68 related to a single plant (or several plants of the same employer in the same city); that 12 applied to more than one plant of the same company in different cities; that 20 covered a group of employers or an employers' association.

For every 1,000 workers covered by these agreements, it was learned that 280 were included in single plant contracts, that 390 were in multi-plant contracts and that 330 were in multi-employer or association contracts.

These statistics showed that although approximately two-thirds of all the agreements related to a single plant, less than a third of all the workers were covered by sub-contracts. While forming only one-eighth of the total number surveyed, multi-plant agreements nevertheless covered nearly two-fifths of all the workers. This situation, the article states, reflects the prevalent pattern of bargaining in certain industries such as steel, transportation equipment, and rubber in which a number of large companies have plants scattered throughout the country.

The multi-employer or association type of bargaining appeared most frequently in industries which generally consist of a relatively large number of essentially local establishments—printing and publishing, apparel, trade, and services, including hotels and restaurants.

Wage adjustment clauses in U.S. labour contracts

The December 1950 issue of *Monthly Labour Review* has disclosed the results of a survey of wage re-opening provisions in labour-management agreements in the United States. The study was made by the U.S. Labour Department's Bureau of Labour Statistics in the summer of 1950.

General wage renegotiation provisions, which permit wage negotiation or general wage adjustments during the term of the contract, were found to appear in more than half of the 2,754 contracts analysed. There are two broad types of re-opening plans—permissive and automatic. The former plan allows the negotiation of new wage rates at any time or at specified intervals while the agreement lasts. In some instances, the re-opening is permitted only when sufficiently important changes have occurred in general economic conditions, the cost of living, or in prevailing wages, in a locality or industry. The automatic plans make wage changes compulsory in conformance with specified changes in the cost of living, price of given commodities, profits or other factors.

In the case of some agreements, permissive and automatic plans are integrated. These require automatic adjustments within certain limits, after which negotiations on wage rates will be re-opened.

The largest majority (95·6 per cent) of the 1,517 agreements which called for some type of re-opening of the contract to consider wages were permissive or voluntary in character. The automatic type of wage adjustment clause related largely to so-called escalator or cost-of-living clauses gearing changes in wages to changes in consumer prices. While this type of clause appears in several recent agreements, it still represents a small per cent of all general wage revision clauses.

In manufacturing industries, agreements more frequently provided for general wage re-openings than did those in non-manufacturing, the ratios being 61·5 per cent and 41·7 per cent respectively.

Minimum employment age of 18 in U.S. mines

A new hazardous occupations order, adopted in the United States in December, established a minimum age of 18 for employment of minors under the Fair Labour Standards Act—the Federal Wage-Hour Law—in occupations connected with mining, other than coal. The order became effective on January 6,

1951. The coal mining industry is covered by a separate order that has been in effect since September 1, 1940.

The general minimum age for employment under the Fair Labour Standards Act is 16, but the Act authorizes the Secretary of Labour to issue hazardous occupations orders establishing a minimum age of 18 for employment in occupations which he finds to be "particularly hazardous."

The Secretary's new order follows a public hearing last October, and is based on investigation of occupational hazards in the industry made by the Bureau of Labour Standards.

Certain non-hazardous occupations are specifically excluded from the order, but it is made plain that the exceptions do not authorize work in occupations prohibited by other hazardous occupations orders. Among the exceptions are—employment in offices, warehouses, laboratories, maintenance and repair of shops not located underground, above-ground surveying, road repair and maintenance and general clean-up about the mine property.

The order further sets forth that it shall not justify non-compliance with any other Federal or State Law, or municipal ordinance establishing higher standards than those set forth therein.

Safety activities of U.S. Bureau of Mines, 1948-49

Since Federal inspection of coal mines began in December, 1941, the rate of fatal accidents in bituminous coal and lignite mines and anthracite operations has declined, the United States Bureau of Mines reports.

The problem of mine safety has been attacked from many directions, the Bureau says, in reporting on activities during the year ended June 30, 1949. With the aid of a larger staff and an increased appropriation, the safety education program has been broadened, and a record number of operating mines were inspected during the fiscal year. In addition, technical experimentation, protective device and equipment testing, and disaster assistance, as well as analytical investigations and studies, were continued. Specialized training, with particular emphasis on major safety codes integrated in collective wage agreements, was given coal mine safety committeemen and supervisory officials.

Considered by the Bureau as the year's greatest technical advance in coal mine safety was the successful adaptation of roof bolting to prevent roof collapse, and its installation in a number of coal mines.

The reduction in accident rates achieved since Federal inspection of coal mines began is attributed by the Bureau to a number of factors. Noted as the most outstanding are: (1) discovery of hazards through Federal inspection which had previously been "overlooked or ignored by management, labour, and State mine inspectors;" (2) publicizing of unsafe conditions and practices; (3) inclusion in collective agreements of Federal safety codes specifying mandatory compliance; and (4) provisions in union contracts establishing mine safety committees on the local level, with authority invested in them to inspect and recommend improvements to management. "The functioning of these committeemen," the Bureau says, "has brought about better understanding of the need for co-operation between management and labour to maintain safer operating conditions and practices."

Despite records of improvements in accident rates, "much more must be done before accident rates in coal mines will be in line with those of other major industries," it is observed. The combined fatal and non-fatal injury-frequency rate for the bituminous industry in 1948 was 57·43 per million man-hours, and 76·60 for the anthracite. In contrast, the injury-frequency rate for all manufacturing industries averaged 17·2; construction 36·7; and miscellaneous transportation 23·9.

Firm grants $1,500,000 for health research project

A research project to promote better health for its employees and other industrial workers has been announced by the U.S. General Motors Corporation.

According to a report in the *New York Times,* the Corporation has joined with the University of Michigan in establishing the Institute of Industrial Health at Ann Arbor, Michigan, the broad objectives of which will be research, education and service in industrial medicine, health and safety.

The project, for which the corporation is making a contribution of $1,500,000, is to be administered by a board to be appointed by University of Michigan Regents.

Area-wide pension fund started in Toledo

Progress made by the United Automobile Workers (CIO) in seeking an area-wide pension fund in Toledo, Ohio, is reported in *Business Week,* November 4.

It is stated that the union has signed up more than twenty companies, and Richard T. Gosser, UAW-CIO international vice-president in the Toledo area and sponsor of the whole idea, announces that the plan is now operating. A total of 1,000 workers is covered.

The plan is financed by employer contributions of 7 cents an hour for each employee. Reciprocal agreements among employers provide for transfer of a worker's pension credits when he shifts from one shop to another.

The benefits envisaged are $100 a month, including federal social security, at age sixty-five after twenty-five years' service in Toledo pension fund shops.

The union is seeking to extend its plan to forty more small firms in the Toledo area.

Visit of Anzac trade unionists to U.S.A.

At the invitation of the Free Trade Union Committee of the American Federation of Labour, trade union officials from Australia and New Zealand visited the United States on a tour of industrial plants and mines.

Commenting on their visit in *The Australian Worker,* the general secretary of the Australian Workers' Union, Mr. Tom Dougherty, said he "could not fail to be impressed by the efficiency of technical planning, the minimum wastage of materials and manpower, and the abolition of drudgery for the worker.

"At no time did I see any sign of the worker being exploited in this highly industrialized country. Rather, I was impressed at the way in which management consults the worker on methods of improving, not only output, but the working conditions under which it is obtained. . . ."

The visitors were taken to Houston, Texas, where they addressed the AFL annual convention, then in session. Officials of the AFL, *The Australian Worker* reports, announced at the convention that trade union leaders from the United States would return the visit of the Anzac nations, "thus beginning a trail of international trades union visits which are destined to develop into a historical link between the workers of America and Australia." The visitors also had discussions with officers of the CIO and the United Mine Workers.

Expanding health services for ILGWU workers

The International Ladies' Garment Workers' Union (AFL) has developed a growing chain of medical centres for the benefit of its members, according to the *Monthly Labour Review* of December.

The original centre was founded in New York City in 1913. In 1944, health centres were established in Philadelphia and Fall River, and since 1947 at least nine centres have started operations and a number of others will get under way in the near future.

The ILGWU health centres provide diagnostic medical services, the *Review* states, and in some localities also clinic medical care. They also certify the sick-benefit claims paid union members from various health funds. In areas where union membership is widely dispersed, mobile motor-units operating from centrally-located towns conduct health surveys among workers in shops located in outlying communities.

In recent years, the New York City health centre has expanded its services to include case-finding by means of miniature chest X-rays; a simplified form of psychiatry designed to keep emotionally-disturbed workers on the job; special diet education; and special attention to the health problems of the older worker.

An analysis of the first 40,000 miniature chest X-rays revealed 31 active and 835 unsuspected arrested cases of tuberculosis, 522 cases of heart abnormalities, 73 bronchopneumonias, 34 lung tumours, and other chest conditions requiring medical attention.

Meeting of Christian trade unions at Paris

The executive of the International Confederation of Christian Trade Unions (ICCTU) held its 85th session in Paris recently, under the chairmanship of Mr. Gaston Tessier.

In its November 17, 1950, edition, the Montreal newspaper *Le Travail,* which is the official organ of the Canadian and Catholic Confederation of Labour, reports that the executive of the ICCTU, after considering an appeal it had received from the United Nations with regard to helping the civilian population of Korea, decided to forward this appeal to the affiliated national organizations and to ask them to participate in whatever action may be organized in this connection by their respective countries.

Renewing the approval in principle given by the ICCTU to a start in the economic organization of Europe represented by the pooling of coal and steel, the executive showed keen concern for social interests, especially with regard to labour representation on the bodies set up to apply the Schuman plan.

Le Travail reports that the executive held a conference, on the 16th and 17th of November last, of the Christian trade-union organizations most directly interested in this question.

The executive also decided to send a memorandum to the United Nations asking for the inclusion of economic and social rights in the first Convention on Human Rights to be drawn up by the United Nations.

SEASONAL VARIATIONS IN EMPLOYMENT IN CANADA

The Canadian economy is one which experiences marked seasonal variations in employment. Wide differences in temperature and climate, the size of the country, the nature of the basic industries, and the high degree of industrial concentration, are some of the factors operating to magnify the problem of seasonal fluctuations in employment in Canada.

Seasonal unemployment is of two kinds. First, the type of unemployment which exists in an industry which is prevented from carrying on its operations because of the climate and, second, unemployment which exists in an industry of which the products are subject to seasonal fluctuations in demand.

In Canada agriculture, logging, fishing, construction and inland navigation are especially subject to seasonal unemployment of the first type. Seasonal fluctuations in demand are characteristic of such industries as the manufacture of clothing, and may aggravate irregularity of certain industries of the first type, such as construction.

These seasonal industries employ a large proportion of Canadian workers. About 350,000 workers move in and out of the labour force according to the varying seasonal work requirements.

The disadvantages of seasonal unemployment to the employer, the worker and the community are obvious. Within industry itself there have been consistent efforts to find ways of spreading out employment over a larger part of the year. It has been found that the season of employment may be extended in various ways. A notable example is the extension by employers of the duration of logging operations during the war and post-war years. Techniques can often be developed to overcome the obstacles of climate.

International Discussion of Problem

The problem of seasonal unemployment has been discussed at international conferences of employers, workers and governments sponsored by the International Labour Organization. The ILO Technical Committee on Building, Civil Engineering and Public Works has given special attention to the subject and a recent publication, *Seasonal Unemployment in the Construction Industry,* discusses the methods that have been developed in various countries.

One method has been the staggering of starting dates for large construction projects. The installation of heating plants within temporary shelters has been found a practical means of permitting the work to go on during the winter. The practice of closing in buildings to permit completion of work in winter is frequently followed.

One of the arguments against winter construction has been that winter costs are higher. The ILO report indicates that various compensating factors tend to reduce these excessive winter costs.

For instance, competent tradesmen and good materials are easier to obtain in the off-season. Different countries have adopted various means of meeting such problems of added costs as actually do arise. In Finland higher labour costs for winter building have been counter-balanced by the payment of lower wage rates. The report suggests that this solution might be acceptable to unionized workers if a lower winter wage rate were combined with some type of guaranteed income scheme. Along with a reduction in wage rates it is suggested that there should be a reduction in the rate of profit and that off-season discounts on building materials should be obtainable. The Swedish Government has undertaken to take care of the differential on some types of construction by government subsidies.

It is pointed out in the report that together with the real difficulties caused by climatic conditions there is the force of social habit to contend with. Education and persuasion are required to overcome the prejudice of workers, employers and the public against winter building. In Denmark the State of Research Building Institute has carried on an educational compaign to overcome this traditional aversion to winter building. Sweden has made use of building licences issued in accordance with the labour supply to spread out construction over the year.

The report holds that a Public Works program could also be effective by initiating public building projects in the off-season. The suggestion that vocational training be carried on in the winter months has also been made. This has been carried out in Canada in connection with training of apprentices for the building trades whose period of class instruction normally falls in the winter months. In Britain there is a program of training workers in more than one trade so that after the completion of one building operation they may carry on at another.

Alternative Employment

There are other instances where alternative employment provides a solution. It is customary in Canada for the less skilled construction workers to take employment in the lumbering industry in the winter months. The National Employment Service program of organizing these and similar movements has been highly developed in Canada. Another normal movement in Canada is from agriculture to woods labour in the winter. Clearance procedures of the Employment Service frequently place workers in jobs outside of their immediate home area. Canvassing of employers for job opportunities brings numerous openings to light.

Where unemployment arises as a result of the seasonal variation in demand rather than through difficulties of carrying on the operation several means are customarily followed to meet the problem of the "peak load". First, employers have attempted to stretch out the season of buying through advertising campaigns and through a seasonal cutting of prices. Secondly, they have introduced supplementary lines or have introduced wholly new lines to fill in the slack season. Thirdly, there is the practice of manufacturing for stock during the slack season if the market for the product is sufficiently stable. Some industries endeavour to manufacture for the export trade in the seasons when the home market is slack.

Effect of Unemployment Insurance

In spite of these efforts within industry to meet the problem and such government assistance as has been given there still remains a large number of workers who have seasonal periods of unemployment. The introduction of unemployment insurance in Canada has done a great deal to alleviate financial distress amongst workers whose continuity of employment is broken as a result of seasonal influences. All insured workers except those engaged in pursuits where unemployment in the off-season is virtually a certainty are protected throughout the year. Recent changes in the Unemployment Insurance Act have provided additional or supplementary benefits during the slack winter months to several classes of claimants who are unable to qualify in the usual manner. Seasonal regulations have been revised to permit payment of benefit to almost any worker from a seasonal industry who is able to fulfill the regular conditions for receipt of benefit, who makes application for employment of a kind suitable in his circumstances and normally available at the time of year he applies, and who, if his principal occupation is not insurable, can show that in the previous off-season he has worked under a contract of service for not less than 30 per cent of the time in insured employment, some combination of insured and excepted employment, or in excepted employment for someone not related to him by blood, marriage, or adoption. The coverage of the Act and the protection it affords are being extended as rapidly as administrative considerations permit to the widest possible segment of our employed population.

Aside from the stimulus provided to the Canadian economy with the opening of hostilities in 1939, and the following period of reconstruction and post-war expansion, it is often considered that the most powerful influence in reducing seasonal unemployment and allaying the hardships accompanying such unemployment has been the inauguration of the Unemployment Insurance Act in 1940.

To illustrate the problem of seasonal unemployment which nevertheless remains even in years of relative prosperity, and the extent of financial assistance provided under the Act, a few instances may be cited of the number of claimants receiving benefit and the amount of benefit paid out in representative months of recent years when peak and minimum claim loads were experienced.

In the month of August, 1947, the number of beneficiaries under the Act was 42,700, and a total of $1,516,000 was paid out in benefit. By March, 1948, beneficiaries had increased to 154,800 and benefit payments reached $6,630,000. In August, 1948, beneficiaries numbered 55,000 and benefit payments amounted to $1,836,000. The following March beneficiaries rose to 240,000 and benefit totalled $10,361,000. August, 1949, beneficiaries numbered 62,700, with $3,717,000 paid out. Corresponding figures for March, 1950, were 220,000 and $15,747,000, and for August, 1950, were 67,300 and $4,420,000. At the end of last December, 102,000 persons were on benefit,

SEASONAL VARIATIONS IN NON-AGRICULTURAL EMPLOYMENT
by Areas and for a Number of Canadian Industries

Showing the Peak and Trough Months and Seasonal Amplitude, 1946–1949, and Actual Employment for the Peak and Trough and Monthly Averages of Employment for 1949.

Region [1] and Industry	1946–1949			1949		
	Employment Peak	Employment Trough	Seasonal [2] Amplitude	Peak	Monthly Average	Trough
				(000's omitted)		
Maritimes	December	May	12·3	152	139	125
Quebec	December	May	9·2	613	594	560
Ontario	December	May	3·9	886	867	846
Prairies	September	March	8·7	260	248	231
Pacific	September	March	11·0	207	193	173
Canada	**December**	**May**	**6·8**	**2,109**	**2,042**	**1,953**
Manufacturing	December	January	3·3	1,088	1,068	1,055
Textile Products	March	August	6·4	167	163	157
Mining	July	January	3·9	87	84	80
Logging	December	May	47·8	98	63	38
Non-Metallic Mineral Products	September	March	6·2	16	15	15
Non-Ferrous Metal Products	April	January	2·6	49	47	46
Pulp and Paper Products	September	January	4·3	115	113	112
Lumber and Products	September	January	10·3	85	81	76
Services	December	May	6·8	75	71	67
Construction and Maintenance	September	March	30·1	267	231	184
Trade	December	March	8·8	312	288	274
Transportation	October	March	7·3	189	183	173

Source: Employment and Payrolls Branch, Dominion Bureau of Statistics. Employers with 15 or more employee reporting.

(1) The data given by region are for the eight leading industries.

(2) The seasonal amplitude represents the percentage difference between peak and trough employment.

and during the month they drew $5,304,000 in benefit. Since supplementary benefit was provided last year some 100,000 claimants have received a total of more than $4,500,000 under the plan.

In the comparatively prosperous year 1950 there was paid out in unemployment insurance benefit the amount of $85,824,000. This figure is significant of the extent of financial assistance now provided to Canadians who find themselves unemployed, as a result of seasonal or other causes, when compared with the peak payment of $96,365,000 in direct unemployment relief provided by federal, provincial and municipal governments in the depression year 1934.

Explanation of Charts and Table

The following charts and table illustrate the seasonal variations in employment that have taken place in a number of Canadian industries as well as for Canada as a whole and for the five economic regions of the country, during the four-year period 1946 to 1949. The seasonal patterns shown on a geographical basis represent the combined seasonal variations of the eight leading industries, namely manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade.

All the data appearing in the table and charts have been based on employment figures reported monthly to the Dominion Bureau of Statistics by firms employing 15 or more persons. Agricultural employment is specifically excluded from this monthly employment survey.

A cursory glance at the charts and table reveals that of the 12 industrial groups and industries shown, logging and construction and maintenance experienced the greatest percentage variation in employment because of the seasonal factor, while manufacturing and mining of the industrial groups and the non-metallic mineral products industry have experienced the smallest percentage changes during the same four-year period.

Some of the industrial groups like manufacturing and trade, though they show

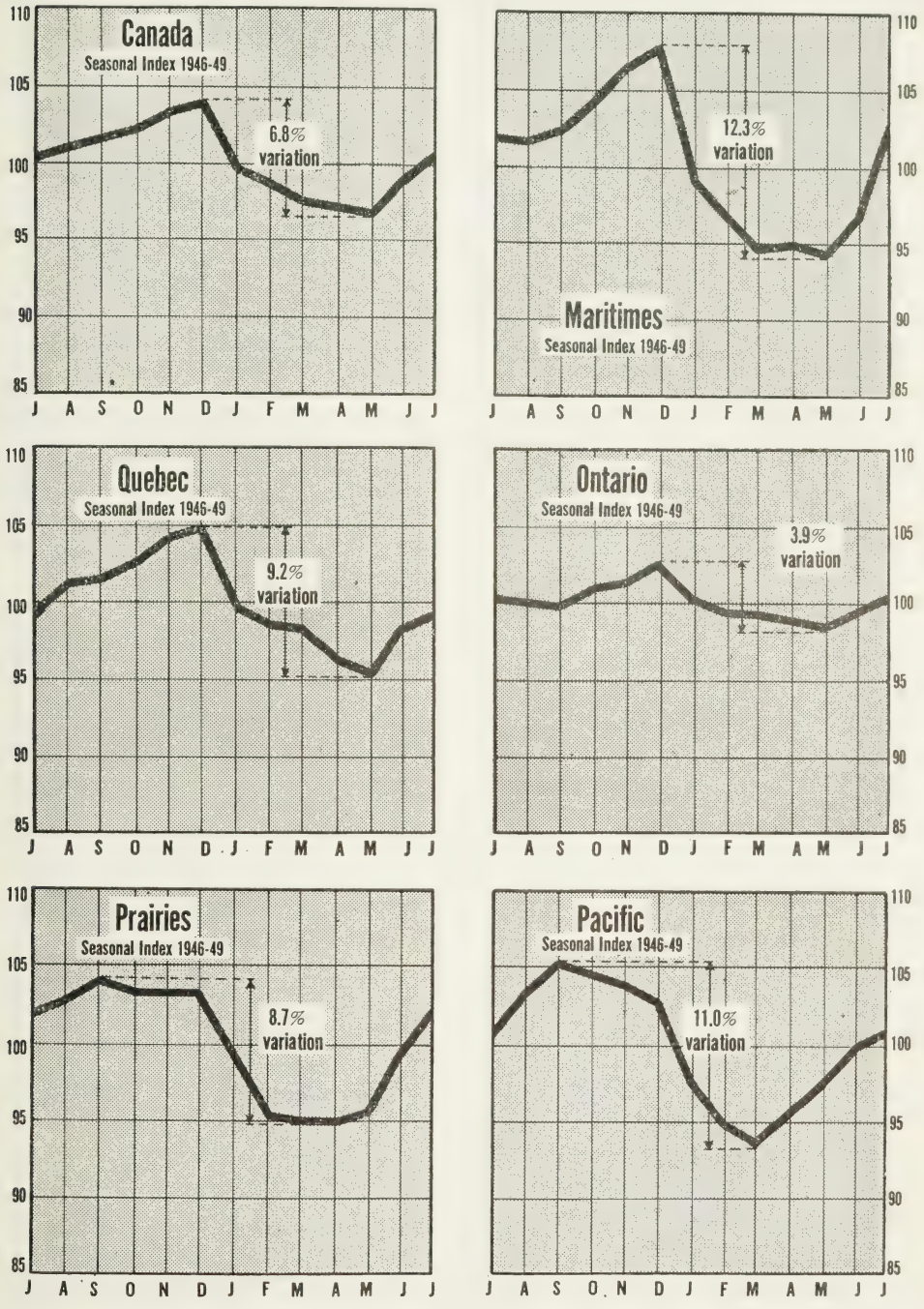
Note on Statistical Method

In studying seasonal fluctuations of employment in any industry or region, the first step must be to calculate seasonal indices by some method. Normal seasonal indices have been calculated from the employment data of the Employment and Payrolls Branch, Dominion Bureau of Statistics. The method has been to compute a centered 12-month moving average and then to express the original data as a percentage of the appropriate centered moving average figure. These percentage deviations were then arrayed by months. A modified mean of the percentage deviations was calculated and this mean was multiplied by a correction factor in order to arrive at a final "normal" or average seasonal index for the period. These seasonal indexes express the level of employment as at the 15th of each month.

SEASONAL VARIATIONS IN EMPLOYMENT

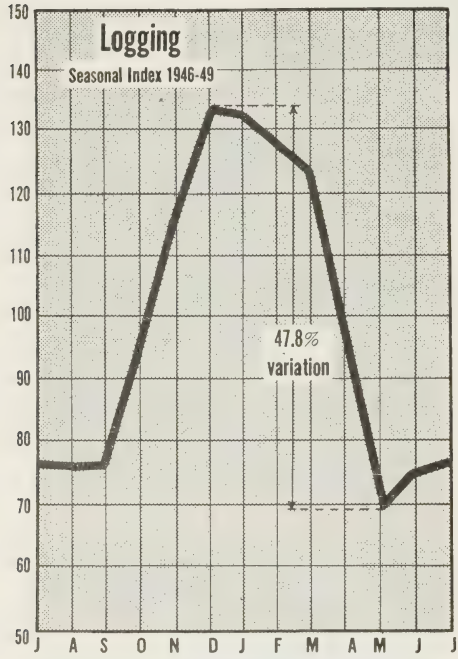
Eight Leading Non-Agricultural Industries

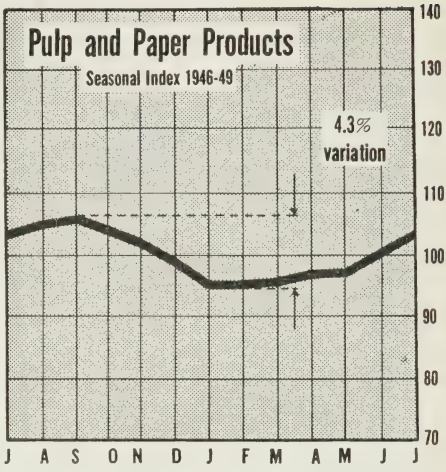
Manufacturing, Logging, Mining, Communications, Transportation, Construction and Maintenance, Services and Trade

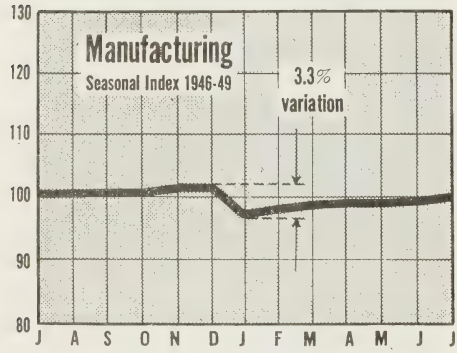


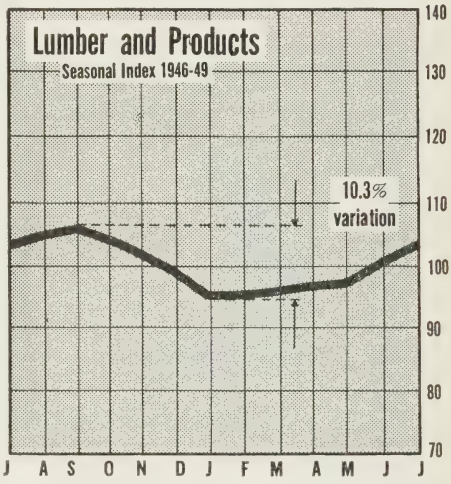
A twelve-month moving average method was used in the calculation of these seasonal patterns

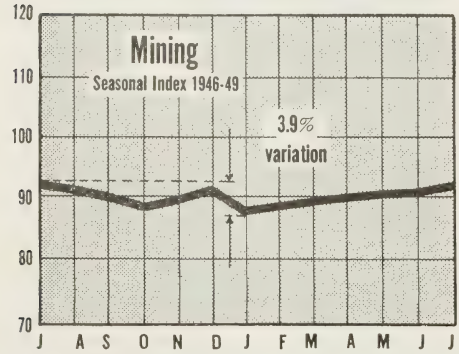
SEASONAL VARIATIONS IN EMPLOYMENT

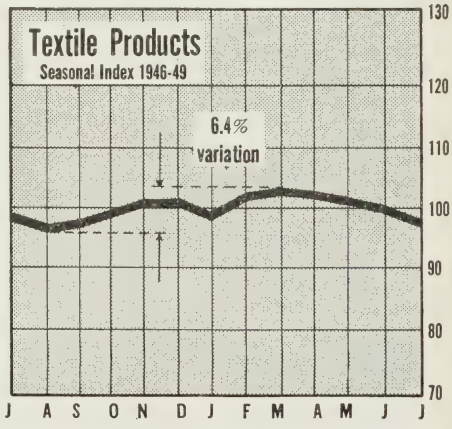






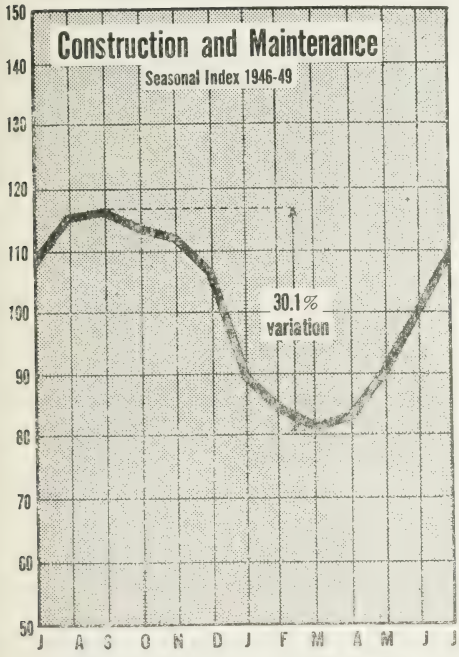


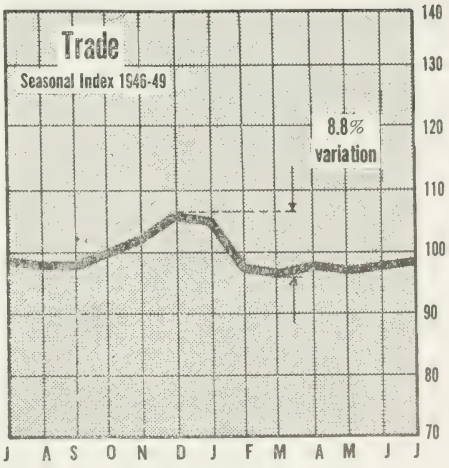


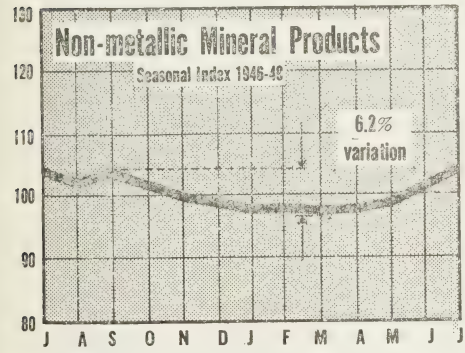


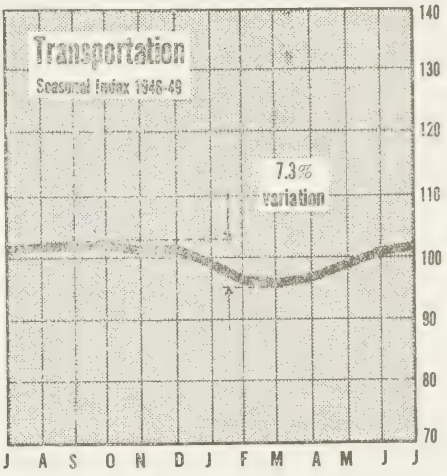
A twelve-month moving average method was used in the calculation of these seasonal patterns

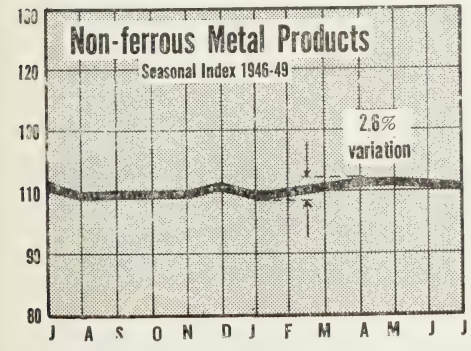
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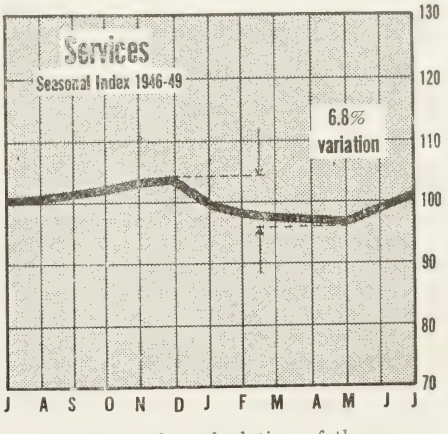












A twelve-month moving average method was used in the calculation of these seasonal patterns

smaller percentage declines than certain other industries, lead in the number of employees affected by seasonal lay-offs, mainly because their total employment is relatively high. This is evident by studying the last three columns of the table.

On a regional basis, employment in Ontario has registered the smallest percentage decline because of seasonal fluctuations, while the Maritimes have shown the greatest seasonal amplitude. All regions except Ontario, in fact, experienced a greater percentage seasonal drop in employment than Canada as a whole. However, in terms of number of workers involved in seasonal shifts in 1949, Quebec led all the other provinces followed by Ontario and the Prairies.

COLLECTIVE AGREEMENTS IN THE TOBACCO INDUSTRY*

Collective Agreements covering workers in the tobacco manufacturing plants of Canada are relatively uniform in content. Bargained only in the larger establishments of the industry, they reflect the highly mechanized nature of the work performed. The bargaining agent of the majority of workers covered by the agreements is the International Tobacco Workers' Union (AFL-TLC).

Almost eighty per cent of the working force in the Canadian tobacco industry today are covered by collective agreements. Only slightly more than two thousand of the nine thousand employees are to be found in the many small establishments which do not bargain regularly with their employees. Historically, bargaining for the cigar makers can be traced back to the turn of the present century, but bargaining for all the workers is a development of the past decade. Comparison of the cigar makers' contracts of 1900 with those for tobacco workers generally today shows wide variations.

On the one hand, the character of the 1950 tobacco workers' agreements identifies them with an industry consisting principally of large plants employing a large percentage of female labour and requiring many machine operations. On the other hand, the older cigar maker contracts demonstrate the prominence of the skilled cigar maker and their apprentices in small shops. The effect of increased mechanization in the industry over the years, the changes made in work requirements, and the present form of union organization, all are reflected in the contrasting clauses of the two sets of contracts.

Agreements in the earlier years were bargained by the Cigar Makers' International Union of America (AFL-TLC), one of the oldest American craft unions. Its membership reached a peak in Canada in 1912 and declined thereafter until it now has only one local in Canada. The Tobacco Workers' International Union (AFL-TLC) is involved in the majority of the tobacco workers' contracts today. This union had a small membership in Canada for a short time during the first World War.

In the early 1940's the union returned to Canada, gained considerable membership in the tobacco industry and now holds nine of the thirteen contracts. Other unions in the industry are independent or are chartered by either the Canadian Congress of Labour or the Canadian and Catholic Confederation of Labour.

One of the outstanding differences between the two sets of contracts of the two periods is the inclusion in the present contracts of provisions relating to the employment of women. Whereas there is no reference in the cigar maker contracts to female labour, the contracts signed today, affecting a labour force in which two out of every three members are female, have many such references. This is particularly evident in the wage schedules, which form a part of each of the thirteen contracts now current in the industry. Many job classifications established for the 6,800 workers covered are for female workers only. In addition,

* Study No. 14 in the series *Collective Agreement Studies*, prepared in the Economics and Research Branch of the Department of Labour.

clauses affecting the total labour force of 1,635 in five establishments referred to both women's and boys' rates as being lower by a stated amount than the regular men's rates.

Irrespective of the division of the jobs between male and female workers, clauses defining other aspects of wage payment are generally applicable to all workers. For example, wage rate adjustments based on experience or merit, although not widely found owing to the prevalence of piece work in the industry, apply to all the 1,460 workers under the four contracts in which they are mentioned. Cost-of-living bonus provisions also are indicated as applying to all the 5,600 workers under the eight agreements including them. All but one of the bonus plans stipulate a weekly bonus payment of one per cent of wages for each rise from a given level of one point in the Dominion Bureau of Statistics cost-of-living index, the maximum bonus being limited to thirty-five cents per point rise. The remaining plan provides a twenty-five cent weekly bonus for every one point rise in the index.

The tobacco worker contracts, being devoted exclusively to factory workers, deal without exception with hours of work. From these clauses it would appear that an employee in a tobacco factory would work a scheduled five-day week usually of forty-two hours. He would receive one and a half times his regular wage rate for working hours outside the regular schedule. With the possible exception of maintenance workers, the 6,800 tobacco workers under agreement had a scheduled five-day week. Almost two-thirds, some 4,400 workers, work forty-two hours in the week, four days at eight and one-half hours and one at eight hours. The remainder work five days at nine hours or a forty-five hour week.

For any work outside scheduled hours employees under the tobacco agreements receive one and one-half times their regular rate of pay. In ten contracts the scheduled hours used for computing the overtime of the 6,180 workers affected are the daily hours, weekly hours are used in the remainder.

While all the tobacco firms under agreement pay one and one-half times the regular wage rates for overtime work, only 7 maintain this policy for any of their 4,240 employees who work on Saturday, Sunday or Statutory holidays. Of the remainder, two contracts do not deal with the possibility of their 200 employees working on these days, and four follow the practice of paying time and one-half, double time or triple time depending on the day worked.

In contrast with the cigar maker agreements of the earlier period each one of the present contracts in the tobacco industry provides for a graduated plan of paid vacations. All the workers with one year's service receive one week of paid vacation, but 925 workers under 5 contracts actually qualify for one week at the end of six months and a second week at the end of a year. In the case of 5,975 workers under 8 contracts, plant workers receive two weeks only after five years, although the salaried employees under the same contracts receive the second week at the end of the first year. These salaried employees also receive a third week after 20 years, having been granted this in part at the end of the 10th and the 15th year.

Another point of difference between the early cigar makers' contracts and present day agreements in the tobacco industry is that the latter regularly make provision for seniority rights. In the agreements studied the majority of contracts grant seniority rights on a company-wide basis. Seniority recognition applies to layoffs, re-hirements and promotion. The remainder of the contracts are not specific in the provisions respecting the 700 workers affected. In 3 establishments employing 2,000 workers special seniority rights are granted for union stewards and officials and to handicapped and disabled persons.

Under the tobacco agreements today almost all the workers are covered by a union shop providing that new employees must join the union and remain in good standing. Less than 500 workers are not required to meet a membership provision. In conjunction with the union membership provisions some two-thirds of the workers under contract are given the opportunity of paying their dues through a check-off. With the exception of less than 150 workers the check-off authorization is irrevocable.

Each of the agreements discussed in this article covers the workers in a single tobacco plant; together they affect over eighty per cent of the workers in the industry. In all cases the agreements are of one year's duration with provision for the bargaining of a new agreement or the continuance of the existing one. In addition grievance procedures are included for the settlement of disputes arising within the term of the contracts.

FEDERAL-PROVINCIAL FARM LABOUR CONFERENCE, 1950

Federal, provincial and United States Government officials were generally agreed that a shortage of farm labour in Canada and the United States is probable in 1951. The delegates were in favour of continuing the Farm Labour Program, subject to approval by their respective provincial governments.

The Eighth Annual Federal-Provincial Farm Labour Conference was held in the Board Room of the Department of Labour, Ottawa, on November 27 and 28, 1950. Mr. W. W. Dawson, Director, Special Services Branch of the Department of Labour, presided.

The conference was attended by Directors of Farm Labour and other officials from all provinces except Newfoundland, officials of the National Employment Service, the Federal Department of Labour, and other interested Federal departments. Also in attendance were representatives of the International Refugee Organization, the United Kingdom High Commissioner's office, the United States Embassy and the U.S. Bureau of Employment Security.

Items on the agenda included:—

(1) Presentation of reports by the Provincial Directors of Farm Labour and Regional Employment officials on activities of the past year;

(2) Consideration of continuance of the Federal-Provincial Farm Labour Agreements and program for 1951;

(3) Prospective requirements for farm labour in 1951, and possible sources of supply.

Welcoming Address by Hon. Milton F. Gregg

The Minister of Labour first paid tribute to his predecessor in office, the late Humphrey Mitchell. He then congratulated the Federal and provincial officials on having worked out a technique to meet many of the problems arising in connection with farm labour. Started as a war effort, the Federal-Provincial Farm Labour Program operated so well that it has been continued into the post-war years, Mr. Gregg said.

He expressed the thought that the Farm Labour Program, with its experience in meeting the need for mobility of labour, might provide valuable background for the future. "In the light of uncertainties of the immediate future, I would feel that there is a growing need for the type of effort you are carrying out."

At the request of the chairman, Dr. W. F. Darke, Agricultural Adviser to the U.K. High Commissioner, gave a brief outline of the farm labour situation in Great Britain.

Provincial Directors' Reports

The chairman reviewed the past year's activities. Comparing the present employment situation with that of a year ago, when there was a seemingly adequate supply of labour, he expressed the opinion that farm labour requirements in 1951 would be more difficult to meet than they were in 1950. With increasing industrial employment and the steady migration of young people from the farms to urban centres, the outlook for farm labour in 1951 is not promising, he said, and the conference provided an opportunity for making plans which could be implemented if farm labour shortages should arise. The chairman then called upon the Provincial Directors of the Farm Labour Program and the Regional Employment officials for their reports.

Throughout the reports a number of problems appeared more or less common to all provinces. Among these were: (1) questions involved in bringing in displaced persons for farm employment; (2) maintaining a better ethnical balance by securing more immigrants from the British Isles; (3) accommodation for married workers and their families; (4) winter housing; (5) selection of farm workers; (6) finding new sources of help when the present ones are exhausted.

Prince Edward Island.—Mr. W. R. Shaw, Deputy Minister of Agriculture for the Province, reported that, apart from some slight shortages at certain periods during the summer season of 1950, no great difficulty had been experienced in meeting farm labour requirements. The largest demand from the farmers, he said, continues to be for single men because of the limited accommodation for married couples.

The main movement, as in previous years, was for assistance in harvesting the potato crop. A total of 677 potato pickers moved in from Nova Scotia and New Brunswick and, on the whole, gave favourable service. Including local workers, 1,200 placements for potato pickers were made through the Summerside and Charlottetown Employment Offices.

A new plan was initiated, Mr. Shaw reported, whereby on completion of the harvest, potato pickers who had given satisfactory service were provided with return transportation. The plan proved satisfactory.

Nova Scotia.—Mr. S. E. Lewis, of the Nova Scotia Land Settlement Board, reported that the supply of farm labour in 1950 had been almost adequate.

With prospects of a good apple crop but a discouraging marketing outlook, it was felt at the beginning of the season that a percentage of the crop would remain on the trees and that the demand for pickers would not be heavy, he said. As the season advanced, however, the outlook brightened and the demand for pickers increased. Final returns were not available but preliminary figures indicated that transportation had been paid on about 150 workers. A much greater number found their own way to and from the apple harvesting areas.

The flow of displaced persons for farm labour into the Province had practically ceased, Mr. Lewis said.

In co-operation with the Settlement Service of the Department of Citizenship and Immigration, 54 Dutch male immigrants, 22 of whom were married and had families, had entered the Province during the year and been placed as farm labourers.

New Brunswick.—Mr. E. M. Taylor, Provincial Director of Farm Labour, reported that during the first four months of 1950 the farm labour situation was generally favourable, and it was not until the movement of a small group of farm workers to Ontario for haymaking took place that a shortage of workers for farm operations in New Brunswick was felt. The gap for haymaking, he said, was fortunately filled by displaced persons.

Wet weather delayed the grain harvest so that it ran into the potato harvesting season. Anticipating a repetition of the 1949 free movement of workers to the potato area, the movement of 700 potato pickers to the State of Maine, under international agreement, was agreed to, Mr. Taylor said, but a further request brought the number up to 1,000. When a shortage was apparent a publicity campaign had to be instituted to recruit workers, and finally a transportation policy was adopted to assist in procuring the necessary workers.

The Province was currently experiencing a shortage of farm labour. The potato farmers, who have been consistent employers of labour, paying competitive wages, Mr. Taylor stated, "are in the depths of a depressed market for potatoes and are financially depressed." Owing to the migration in numbers of young men from the potato growing area, and with woods operations at a high level and likely to continue so, together with the doubtful ability of farmers to pay competitive wages, present indications are that there will be a shortage of farm labour in 1951.

Quebec.—Reporting on the 1950 situation in Quebec, Mr. Alex. J. Rioux, Director of the Farm Labour Supply Bureau, said crop yields had exceeded anticipation, and the joint efforts of the Bureau and the National Employment Service were required to meet the pressing need for farm workers.

Two groups of Italian immigrants, totalling 400, were made available, and the farmers with whom they were placed expressed satisfaction with their services. Pending the arrival of these workers, the most essential requirements were met by displaced persons—32 single men and 5 married couples. Ten workers from Newfoundland were also placed on farms, but did not remain, leaving for industrial centres in Ontario.

With the bringing in of 41 tobacco curers into the Joliette area from the United States, the requirements of the tobacco growers were met.

Farmers growing five acres or more of sugar beets were again supplied with the necessary help for thinning and pulling, most of whom were recruited from the Beauce area.

Arrangements were made for about 100 Quebec students to go to Ontario to help with the fruit-picking. This, Mr. Rioux said, "provided them with new opportunities for a better acquaintance with things going on elsewhere, and also helped them to improve their English conversation."

Owing to various circumstances, notably the railroad strike, the Province was unable to meet in full the demands of the Western Provinces for harvesters. Workers included in the first movement, he said, were selected with care, and proved satisfactory, but the urgency of the situation did not permit as careful selection with the final group. A total of 1,182 harvesters were moved to the West.

Ontario.—In the absence through illness of Mr. R. S. Duncan, the Provincial Director of Farm Labour Services, Mr. W. Davison presented the report for Ontario.

Mr. Davison referred to the feeling of uncertainty which prevailed in the early part of 1950 due to the curtailment of United Kingdom contracts for farm products, and the difficulty in consequence of determining farm labour requirements. Farmers were planning on employing less help and it was anticipated that the demand for seasonal workers would be higher than usual. It turned out that Ontario had a bumper harvest and the demand for farm labour was so high that over 600 displaced persons were placed during the months of August and September in year-round agricultural employment. On the whole, he said, labour requirements had been met.

The employment of displaced persons on Ontario farms continued to be an important factor in meeting farm labour requirements, in spite of certain difficulties. The number, however, remaining in agriculture has been disappointingly small, it was noted. In addition to 680 single workers placed on farms in the spring and early summer, 652 unattached workers were placed during August and September. During the year, 128 farm couples and 68 families were placed. Only 19 single domestics and three married women with dependent children were placed on farms.

An innovation, Mr. Davison reported, was the movement in May of a group of 10 men from Newfoundland into the Ottawa area. The experiment proved sufficiently satisfactory to justify movement on a larger scale, and in July 311 men were moved to various points in Ontario. The report on these workers was, in general, favourable, but it was thought that there was room for improvement in screening the men.

A minimum of 1,000 harvest helpers had been requisitioned from the Prairies, he said, but only 480 were received. To supplement this number, 649 workers were recruited in the Maritimes; 132, however, did not remain on the farms long enough to satisfy their employers, some leaving immediately after placement.

Referring to Dutch immigrants, most of them are *bona fide* farmers, it was stated, and for that reason should be a source of satisfactory farm help. It was indicated, however, that about one-third of the families who reached Canada during the past year have either purchased farms of their own or are in process of doing so, or have taken up farms on a share or rental basis, and may themselves be in need of farm labour.

It was reported that owing to the late harvest in Ontario and the nation-wide railway strike, difficulty was experienced in filling the demands for workers to go to the Prairies to assist with the grain harvesting. A total of 1,060 harvesters were dispatched.

Requests for sugar beet workers were again received and arrangements were made for the placement of 125 displaced persons in camps at Chatham, Wallaceburg and Glencoe. These workers proved sufficiently satisfactory that 225 have been requested for the 1951 season.

The annual movement of tobacco curers and primers from the United States was again carried out.

Camps for student workers were again operated under the general supervision of the Ontario Farm Service Force, by Farm Labour Co-operatives and a number of the larger private growers. A total of 950 girls and 350 boys, recruited throughout the Province, were housed in 12 co-operatively-operated girls' camps and 2 boys' camps, and in 7 privately-operated girls' camps and 3 boys' camps. In addition, 93 students from Quebec were placed in the camps.

Manitoba.—Mr. H. R. Richardson, Director of Farm Help for Manitoba, reported that an exceptionally late and backward spring, coupled with a considerable loss of planted acreage in the flood area in the Red River Valley, resulted in a reduced demand for labour for spring operations. In spite of natural drawbacks, however, there was a heavy grain crop and it became increasingly difficult to satisfy local demands. For the first time in many years, Manitoba received help from points in Saskatchewan and Alberta as harvesting in those areas was completed. Harvesting was, in the main, completed by the end of October.

Comparatively few harvesters went west from Manitoba. The first movement under the Harvest Special Tariff took place before the earliest ripening of grain, when 300 excursionists were sent to Saskatchewan and Alberta. A request for helpers for haymaking in Ontario could receive only limited response.

A record crop of sugar beets was harvested. Labour was supplemented by the arrival of around 130 persons in family groups, and 75 single men, from displaced persons camps in Europe. At the commencement of the lifting season two further groups of single men, about 100 all told, were secured through the facilities of the Federal Department of Labour.

Winter employment had been found for the workers immediately following the completion of the beet harvest.

The North Dakota Potato Growers' Association requested helpers to harvest the potato crop, and a movement of potato pickers to North Dakota in September was approved through the proper international channels. By agreement, recruiting was carried out by U.S. Employment Service Officials, and transportation arrangements were undertaken by the Association.

Saskatchewan.—Mr. J. L. Hutchison, Assistant Director of Agricultural Representatives for Saskatchewan, reported that the Province had experienced a disappointing harvest season.

The early favourable crop prospects resulted in a summer shortage of farm labour and forestalled any intensive campaign for recruiting harvest workers locally. The late spring rains delayed harvesting several days, in those districts which are normally cleared up before some of the eastern and northern areas get started. Under the harvest excursion movement, 665 workers were brought in, and it is estimated that an additional 893 came in without the assistance of excursion rates. A total of 4,073 placements were recorded. Fortunately, over 300 excursionists arrived previous to the railway strike, and this early movement took care of urgent demands until the termination of the strike.

Efforts to obtain workers for the Ontario haying were hampered by a number of factors, and a vigorous publicity campaign resulted in only 222 workers being dispatched.

Twenty-five Indians were recruited from the Broadview Agency for spring sugar beet work in Manitoba and, for the fourth season, treaty Indians were recruited for beet harvest work in Montana. The number moved totalled 400.

The demand for displaced persons has been considerably reduced, Mr. Hutchison reported, and it is almost impossible to place families through the ordinary employment channels.

Mr. Hutchison referred to the effect of mechanization on farm operations in Saskatchewan. Experienced truck, tractor and combine operators, he said, are more in demand than stookers, pitchers and teamsters. "The proportions may be 75:25. The day of the big threshing crew is over. There is no place now for groups of workers who wish to stay together. The usual order is for one man, very seldom for two or three."

Alberta.—The Province experienced in 1950 one of the most "bewildering" seasons in its agricultural history, Mr. F. H. Newcombe, Director of Farm Labour for Alberta, reported, and, with the railway strike, created a difficult problem in the placement of farm labour.

Due in part to weather conditions and crop prospects, the demand for general farm help was easier than in previous seasons. Placements of general farm help amounted to 769—almost 100 less than in 1949.

The employment of displaced persons was mainly restricted to sugar beet workers; 675 were employed on this work. The problem of housing of beet workers was again under criticism, Mr. Newcombe said. The grower feels that it is unreasonable to require him to house after the close of the season workers who have no intention of remaining on the farm, or even in beet work.

The railway strike, occurring as it did in the initial stages of the movement of Prairie farm workers, affected the supply, and it was not until heavy rains generally interrupted harvest operations that recovery was made. A total of 738 came into the Province under the movement.

Difficulty was experienced in recruiting workers for Eastern Canada as early and in as great numbers as required.

A number of Dutch immigrants settled in the Province, several of whom were placed in agricultural employment. As in previous years, some church-sponsored immigrant families and single persons were brought in.

British Columbia.—Mr. Wm. MacGillivray, Director, Agricultural Development and Extension for British Columbia, reported that an extremely cold winter had caused severe damage to fruit crops, especially in the stone fruit areas of the Interior. In contrast, the area south of Kelowna to the United States boundary experienced the heaviest apple crop in its history. The situation which developed made it extremely difficult to estimate the demand for orchard labour, and estimates had constantly to be revised. From the middle of August until the end of October, the Farm Labour service experienced what was probably the most difficult season since its inception.

The publicity which the winter damage to crops received had the effect of deterring helpers who normally move each year from other parts of British Columbia and other provinces to the Okanagan, and local persons depending upon the fruit industry for summer and autumn employment sought work elsewhere. At the same time, shortages of able-bodied men were occurring

in construction work, logging camps and sawmills. Only by continuous advertising and by exploring every source of labour supply was it possible to meet the situation that developed.

During the past seven years, Mr. MacGillivray said, there has been a marked improvement in the accommodation provided for orchard workers in the Okanagan, and for berry pickers in the Fraser valley. While the situation is not easy of solution, he said, there must be still further improvement if the best class of worker is to be attracted and retained.

Fewer placements of farm and ranch workers in 1950 is attributed in part to the number of Dutch immigrants who have been established on many of the dairy farms and who have remained, giving very satisfactory service.

The number of displaced persons or families moving to farms in 1950 was not great. With some outstanding exceptions, this type of labour has not generally "given too much satisfaction," it was reported.

United States.—Mr. D. W. Fessenden, of the Bureau of Employment Security, Washington, D.C., described a parallel situation existing in the United States. He anticipated that with the increased industrial activity there will be a considerable shifting of agricultural workers into industry which means, as far as agricultural labour demands are concerned next spring, looking to extraordinary measures to meet these requirements.

Federal-Provincial Agreements and Program for 1951

The advisability of renewing the Federal-Provincial Farm Labour Agreements for 1951-52 was discussed, and their renewal was recommended.

The chairman stated that an interdepartmental committee on farm labour had estimated that from 15,000 to 20,000 farm workers would be required to meet farm labour demands in 1951. While some of these workers can be obtained in Canada, he said, it will also be necessary to recruit workers in other countries. He stated that a number of displaced persons can be made available, and immigrants will be brought in from Holland, Italy, Denmark and other European countries.

Questioned as to the possibility of procuring farm workers from the United Kingdom, Dr. Darke, Agricultural Adviser to the U.K. High Commissioner, said that while a small number might emigrate from the United Kingdom to Canada, Canadian farms could not expect to have their requirements met from this source.

It was the consensus of opinion that about 3,000 displaced persons would be required in 1951, in addition to those brought in for sugar beet employment.

The Chairman pointed out that in recent years it had been possible to have displaced persons brought to Canada under an arrangement whereby ocean transportation was supplied by the International Refugee Organization. The International Refugee Organization, however, would cease its operations in October next, and the flow of displaced persons to this country would come to an end at that time. He said that while it may be possible to obtain immigrant farm workers from other sources, it would be necessary to develop some method whereby transportation difficulties could be overcome.

Mr. H. Allard, of the International Refugee Organization, stated that if displaced persons are likely to be required in 1951, the Organization should be advised as soon as possible of the number likely to be required so that selection might be proceeded with immediately. A number of displaced persons, he explained, are not living in camps but are employed with German farmers. In order that these people may be interviewed and processed for movement to Canada next Spring, and to ensure that only the best types of workers are sent forward, the IRO and Canadian selection officers should be given as much time as possible in which to complete the job of selection.

In regard to interprovincial movements of labour, the chairman recommended that the provinces first explore the possibility of securing workers within provincial boundaries before requesting interprovincial movements, and that wherever possible the cost of intraprovincial transportation should be borne by the workers themselves. The delegates were promised that in future interprovincial movements greater care would be exercised in the selection of workers. At the same time, it was suggested that the provinces should be specific in stating their requirements.

A continuation of international movements of workers was favoured.

Some Aspects of Recent Manpower Developments

Before the close of the convention Dr. G. V. Haythorne, Director, Economics and Research, Department of Labour, and Dr. J. F. Booth, of the Department of Agriculture, outlined some of the factors contributing to the high level of economy, and surveyed the present employment situation and probable future requirements and sources of manpower supply.

International Labour Organization

ILO PETROLEUM COMMITTEE STUDIES HOUSING, HEALTH AND EDUCATION

Housing and social services in the world petroleum industry were the major subjects dealt with by the ILO Petroleum Committee at its third session. The Committee approved minimum housing standards for oil workers. It also recommended the provision of medical services, with particular reference to the problems of remote areas. It urged the development of educational opportunities for the children of oil workers, and the encouragement of adult education in areas where illiteracy persists.

The Petroleum Industries Committee of the International Labour Organization held its Third Session at Geneva, Switzerland, from October 24 to November 3, 1950, and after discussion approved a series of resolutions concerning problems of the Petroleum Industry. This Committee is one of the eight ILO Industrial Committees at whose sessions representatives of workers, employers and governments from the industrial nations concerned meet every two years to consider current developments and problems, and to plan goals for improvement of their industries.

Organization of the Committee

At this Session, 72 delegates, 4 substitutes and 34 advisers, a total of 110 representatives from 14 countries, met under the chairmanship of Mr. E. R. Stafforini, Government member from the Argentine. The Committee elected as Vice-Chairman Mr. G. T. Sinn of the United States, representing the Workers' group, and Mr. J. Mejia of Colombia, representing the Employers' group.

The 14 countries represented at the meeting were: the Argentine Republic, Burma, Canada, Colombia, Egypt, France, Iran, Iraq, Mexico, the Netherlands, Peru, the United Kingdom, the United States of America and Venezuela. Observers were present from the United Nations, the World Health Organization, the United Nations Educational, Scientific and Cultural Organization, the International Confederation of Free Trade Unions, the International Federation of Christian Factory and Transport Workers, and the Governments of Brazil and Indonesia.

The Canadian delegation consisted of:—

Government Delegates.—Mr. C. T. Richard, M.P., Bathurst, N.B.; Mr. R. H. Hooper, Industrial Relations Officer, Department of Labour, Winnipeg, Manitoba.

Employers' Delegates.—Mr. W. Yalden-Thomson, Labour Relations and Research Division, Imperial Oil Limited, Toronto, Ontario; Mr. A. G. Cockrill, Manager, Anglo-Canadian Oil Company, Brandon, Manitoba.

Workers' Delegates.—Mr. Gordon Fisher, Oil Workers' International Union (CCL), Lakeview, Ontario; Mr. Marcel Francq, Canadian Representative, International Chemical Workers' Union (AFL), Montreal, P.Q.

Agenda

The agenda for the Third Session of the Committee, as determined by the Governing Body of the ILO, covered the following items, on which reports had been prepared by the International Labour Office:—

1. General Report, dealing particularly with:
   (*a*) Action taken in the various countries in the light of the conclusions of the Second Session;
   (*b*) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee;
   (*c*) Recent events and developments in the industry.
2. Social conditions in the petroleum industry, with special reference to housing and social services. Under the heading of social services the report on social conditions covers such questions as medical services, education, shopping facilities, sports and recreation, and transport services.

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Procedure

In opening the first plenary sitting, the Secretary-General, Mr. Luis Alvarado, Assistant Director-General of the ILO, welcomed the delegates and pointed out that two new oil-producing countries, Argentina and Burma, had joined the Committee since the previous session. He also outlined the work of the International Labour Office with regard to the Petroleum Industry since the last session of the Committee in 1948.

Mr. Stafforini, the Chairman, outlined past achievements of the Committee and the necessity of supporting ILO programs in the fields of manpower and productivity. Messrs. Shaw and Ibanez, representing the Employers' and Workers' groups of the Governing Body respectively, also welcomed the delegates and expressed hopes for a most successful meeting.

At the second plenary sitting, Mr. Yalden-Thomson of Canada, who had been elected Chairman of the Employers' group summarized the progress of the world petroleum industry and its prospects for the future, in opening discussion on the General Report. He was followed by Mr. Riley, United States Government delegate, and Mr. Nicholas, United Kingdom Workers' delegate. In the course of the discussion, it was pointed out that only the United Kingdom and Canada had answered fully the questionnaires sent out by the Office in preparation for this Session of the Committee, and it was decided subsequently to ask the Governing Body to reconsider the steps needed to ensure that information from member nations was made available in good time for future sessions.

At the third plenary sitting, the Committee adopted the recommendation of the Steering Committee to set up three Subcommittees on Housing, Health Services and Education. While these Subcommittees were considering these subjects (see below), the plenary sitting proceeded with consideration of the General Report on action taken in the light of resolutions of previous sessions, and recent developments in the petroleum industry.

Delegates representing the employers, workers and governments of various members presented information on the industry in their own countries. This was followed by a general discussion on social conditions in the Petroleum Industry.

Oil Industry in Iran

At the eighth plenary sitting the delegates began consideration of a report prepared by the Mission sent by the Governing Body of the ILO to Iran early in 1950 at the invitation of the Iranian Government. This resulted from an attack made by an Iranian Workers' delegate at the Second Session of the Petroleum Committee in 1948 upon the position of workers in the service of the Anglo-Iranian Oil Company. The Report prepared by the Mission contained an objective picture of social conditions among Iranian oil workers, together with certain recommendations for the consideration of the Iranian Government.

It reported that, in general, relations between the company and the workers, though not completely harmonious, appeared to be "developing on the right lines." Working conditions, it said, appeared to be generally acceptable to the workers. On the other hand, it found that oil workers working for contractors were "not so well protected as the company's employees, principally because the legal provisions are not so strictly applied."

It listed 26 subjects which it said "might well receive further attention" from the Iranian Government, the Anglo-Iranian Oil Company, and the oil workers. These subjects included: the acceleration of the company's housing program, organization of co-operative societies among the workers, extension of the company's medical services, provision of a larger number of schools, promotion of trade union unity among the oil workers, assistance to oil workers' unions by the unions in other countries, strengthening of the Iranian Ministry of Labour, and improvements in the Labour Law.

Mr. Hooper, a Canadian Government delegate, suggested that the Iranian Government and Employers' delegates should be given an opportunity, during discussion of the Report, to speak on the charges of the Iranian Workers' delegate at the last Session, and that the Iranian Workers' delegates should have an opportunity to present their case in the light of the findings in the Report. This course of action was followed at the sittings.

Out of the discussion on conditions in the Iranian Petroleum Industry came an offer by the Iranian Employers' delegates, after consultation with British and Iranian Workers' delegates, to finance the trip of a group of representative Iranian oil workers to Britain, in order that they might study British trade union principles at first hand. The British Workers' delegates gave assurances that the British labour movement would look after the Iranian workers while in Britain, in the interests of promoting trade union unity in Iran.

Housing

The Subcommittee on Housing elected as one Vice-Chairman, Mr. Gordon Fisher, Workers' delegate from Canada. The Subcommittee had before it for consideration Chapter 2, Report II: "Social Conditions in the Petroleum Industry," and the members exchanged information on the housing conditions in the Petroleum Industry of their respective countries. Mr. Yalden-Thomson, Employers' member for Canada, said that in Canada it was not considered that the employers had responsibilities for their workers when they were away from the plant. Public authorities laid down standards for houses, but the individual was free to choose where he lived, he said.

Six draft resolutions were put before the Subcommittee, and a Drafting Committee prepared a resolution taking into account these draft proposals. Mr. Fisher, Workers' member for Canada, was also elected to the Drafting Committee. The conclusions reached by the Committee were incorporated in a Report which was adopted unanimously, and in a resolution adopted by 67 votes to nil, with one abstention.

The resolution dealt with the following matters:—

Minimum Housing Standards.—The resolution urged that the minimum standards which should be applied for the permanent housing of petroleum workers in an area—to ensure a reasonable level of decency, hygiene and comfort—should be subject to approval by the public authorities in the light of their general housing policy and of the local conditions. Any suggestions made by workers or employers should be taken into account. The points suitable for consideration according to the local circumstances included the following: (*a*) the most suitable kind of construction material to be used; (*b*) the suitability of the layout of the housing units for the climatic conditions; (*c*) protection against disease-carrying insects; (*d*) minimum size of accommodation, its ventilation and the layout of the ground space; (*e*) the provision of drinking water, basic cooking installations, washing facilities and sanitation, including communal arrangements in any of these matters; (*f*) the provision of lighting, preferably by electricity.

Rental and Service Charges.—The same resolution also pointed out that having regard to the practice and customs in other permanent settlements in the community, and in order to avoid differentiating the petroleum workers from other members of the community in the matter of housing, a rental for housing and a charge for such services as lighting should be payable, unless it was provided by law, collective agreement or otherwise that the workers should pay no rent.

Housing Developments.—The same resolution stated that where petroleum workers have been provided with permanent housing apart from the rest of the community, the employers and public authorities, in so far as local circumstances permitted, should consult as to any steps that might be feasible and appropriate to bring about the eventual integration of the petroleum workers with the surrounding or adjacent community. In future cases where an employer establishes an oilfield or a refinery, and finds it necessary to undertake permanent housing developments for his regular workers in connection therewith, consideration should be given, in consultation between the employer and the public authorities, to the means whereby the siting and servicing of such housing can best contribute, through co-operative efforts on the part of the public authorities, the employer and other private interests, to the development of the local community. Thus the petroleum workers shall not be separated from the rest of the community but shall be integrated in it so that the whole community will enjoy the same privileges and responsibilities.

Implementation.—The resolution also stated that in so far as the housing of petroleum workers engaged in established production or refining operations was not covered by legislation or concession agreements, or was not dealt with adequately in practice in any other way, it was agreed by the Governments, employers and workers that the problem required the co-operation of Governments, employers and workers in making every effort (each in so far as he or they may be able) to ensure that housing was made available for petroleum workers as expeditiously as circumstances might permit. One of the preliminary steps in this matter might be to make surveys to ascertain the need for housing of petroleum workers.

Health Services

The Subcommittee had a general exchange of views on Health Services in the Petroleum Industry and discussed two draft statements submitted by members. Mr. Hooper, a Government member from Canada, was elected to the Drafting Committee which drew up three resolutions, concerning Occupational Diseases, Preventive Medicine and Health Services, all of which were adopted unanimously:—

Occupational Diseases.—The resolution concerning occupational diseases urged the

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Governing Body of the ILO to instruct the Office (*a*) to obtain—in collaboration, where appropriate, with other competent bodies—the information necessary for a study of occupational diseases in the petroleum industry and (*b*) to report to Governments as soon as possible the results of this study.

Preventive Medicine.—The resolution concerning preventive medicine invited the Governing Body to suggest to the Governments of States concerned, and through them to their health services, to private or public health or research institutions there operating, and to the petroleum companies operating in the country, that close and continuing consultation and effective co-operation be practised between them at all levels for the study, localization, prevention and combating of regionally prevalent diseases and the improvement of public health conditions in every practicable manner.

Health Services.—The resolution concerning health services recommended that medical services for workers and the whole of the community should be provided by public authorities or other agencies and the petroleum companies, to an extent determined by common agreement between them. Such services should be organized in such a way as to be adequate and in proportion to the number of beneficiaries. The resolution also urged that hospitals, clinics or dispensaries be set up in remote petroleum centres, if the size of the centre should warrant it; the services should be maintained by competent and adequate personnel. The resolution further pointed out that the equipment of consulting rooms should be such as to safeguard the private character of medical examinations.

Education

This Subcommittee began its work by discussing the general problems of education of oil workers and of the children of oil workers. It was generally agreed that, where the oil industry is located in communities with organized public services, oil workers' children have access to community educational facilities. On the other hand, where the oil industry is located in remote or unsettled areas, the problem of organizing school facilities is sometimes most acute, and the oil companies in such case should co-operate with governments to provide school services.

The conclusions reached by the Subcommittee were incorporated in a report, a memorandum on education and a resolution concerning general basic education, all of which were unanimously adopted:—

Elementary and Secondary Education.—The memorandum recommended that elementary education be made available to the children of the workers. It also recommended that facilities for secondary education be made available so that the children capable of benefiting by such facilities should not be obliged to leave the area to obtain them. It would be advisable for the responsible parties to keep this problem prominently before them with a view to the provision of the necessary facilities in all areas in which the need arises.

School Premises.—The memorandum also urged that when permanent school premises are provided, they should be designed to accommodate children in the numbers compatible with the requirements of adequate education, and in planning the premises due regard should be given to good lighting, heating, ventilation and sanitary facilities. The schools should wherever possible be sited in the neighbourhood of a plot of land suitable for development as a playground for the children. The question as to whether separate classrooms should be provided for boys and girls should be decided in the light of local custom.

School Equipment.—Appropriate school equipment should be provided, and suitable text books made available in adequate quantities for all pupils.

Adult Education.—In order to provide more adult education facilities by organizing evening classes and other courses, the petroleum companies, especially in areas where there is a high degree of illiteracy, are encouraged to collaborate with other responsible parties in the prosecution of such aims, it being recognized that the elimination of illiteracy will enable the petroleum workers to qualify the better to serve their own interests and those of the community, as well as the interests of the petroleum companies.

Nutrition in Schools.—The fact being recognized that attendance at school provides a valuable opportunity to supplement the diet of children, where this is needed to ensure their growth into healthy adults, it is recommended that petroleum workers' children should be provided in the schools with such elements of supplementary diet as are considered necessary.

School Health Services.—To the extent that health services exist in the area, a school health service should be provided

for the children of the petroleum workers, it being recognized that this will contribute greatly to the building up of a healthy community.

Teaching Personnel.—In areas where oil operations have become established and show signs of steady growth, the Government of the country should be invited to give attention to the needs for teaching personnel for the schools which will grow up therein and to make due provision in its teacher-training programs for these needs. The petroleum companies are urged to assist where necessary in attracting, especially to remote areas, teaching personnel for the children of petroleum workers by helping them to settle satisfactorily in their new environment, providing them where necessary and possible, with accommodation and extending to them the social amenities provided for the companies' own workers.

Scholarships.—As it is to the advantage of the individual, the community and the industry itself for gifted workers and the gifted children of workers, without discrimination as to the position of the worker, to receive a higher education, it is recommended to Governments and to the oil companies that programs (including scholarships, etc.) should be carried through with a view to the above-mentioned advantages.

Minimum Standards of Basic Education.—Having recalled resolutions concerning general basic education adopted by the Committee at its First and Second Sessions, the resolution concerning general basic education urged that if in remote or less developed areas, or in other areas, education was provided by non-governmental institutions, the State, or its agencies, must determine, supervise and control the minimum standards of basic education of the petroleum workers and their children.

Other Resolutions

Resolutions concerning the following matters were adopted unanimously by the Committee, except the resolution concerning hours of work:—

Wages in the Petroleum Industry.—This resolution invited the Governing Body of the ILO to instruct the Office to study the principles and methods used in determining wages in the petroleum industry in the various countries concerned. It also requested the Governing Body to consider the inclusion of this item on the agenda of the Fourth Session of the Petroleum Committee.

Social Problems.—This resolution invited the Governing Body of the ILO to instruct the Office to continue its studies of the social problems of the petroleum industry, with special reference to social services such as supply schemes, the transport of workers, recreation facilities, and co-operative societies. It also requested the Governing Body to consider the inclusion of these items on the agenda of the Fourth Session of the Petroleum Committee.

Relations Between the Chemical Industries Committee and the Petroleum Committee.—This resolution invited the Governing Body of the ILO to instruct the Office to convey to the Petroleum Committee any conclusions adopted by the Chemical Industries Committee on subjects of concern to both industries in order that the Petroleum Committee might have an opportunity to make its observations on them. Such observations would be forwarded to States Members in the same way as the conclusions of the Chemical Industries Committee.

Supply of Information Regarding the Petroleum Industry to the International Labour Office.—This resolution invited the Governing Body of the ILO to reconsider the steps to be taken to ensure that information needed from the several States Members should be available to the Petroleum Committee prior to each session, including information as to the extent to which action has been taken arising out of resolutions adopted by previous sessions of the Petroleum Committee.

Hours of Work.—The resolution concerning hours of work in the petroleum industry was submitted by the Workers' group and was adopted by 34 votes to 25, with 12 abstentions. This resolution, having recalled the resolution concerning hours of work adopted at the Second Session of the Committee, invited the Governing Body of the ILO to place the question of hours of work on the agenda of the Fourth Session of the Petroleum Committee and to request the Office to make a preliminary study of the problem.

Closing of the Session

The work of the Third Session of the Petroleum Committee was officially closed at the Committee's tenth plenary sitting on Friday, November 3, 1950. The Government delegate of Mexico extended, on behalf of his Government, an invitation to the Petroleum Committee to hold its Fourth Session in Mexico, two years hence.

GOVERNING BODY MEETS AT BRUSSELS

The progress of the ILO in giving technical aid to underdeveloped countries on labour questions was among the more important matters discussed at the 113th Session of the Governing Body.

The Governing Body also made arrangements for a series of future ILO meetings, reviewed the accomplishments of various of its committees, and made plans for the future work of the Organization in certain fields.

The meeting was held at Brussels from November 21 to 25. Mr. Paul Goulet, Director of the ILO Branch, Department of Labour, attended as substitute for Mr. Arthur MacNamara, Deputy Minister of Labour, the Canadian Government representative on the Governing Body. Mr. Goulet was accompanied by Mr. Norman Berlis, Department of External Affairs, who is Secretary to the Canadian Permanent Delegation in Geneva. Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, was also present as a deputy member of the Workers' group.

Technical Assistance

In approving the report of its technical assistance committee the Governing Body reiterated the willingness of the ILO to co-operate fully in the general United Nations technical assistance program.

This program has now entered the active phase. Requests for technical assistance have been received by the ILO from a number of countries in Asia, the Near and Middle East, and Latin America. In response to these requests a number of missions have been undertaken, and plans for others have been drawn up.

ILO Committee on Trade Union Rights

The Governing Body was informed that the United Nations has transmitted to ILO Director-General David A. Morse a number of complaints from trade unions alleging the infringement of trade union rights.

The complaints concern member countries of the ILO. The number of complaints received and the countries involved were not disclosed.

It was agreed by the Governing Body that the complaints should be given preliminary examination by the officers of the Governing Body.

The complaints were transmitted by the United Nations under the procedure the two organizations have agreed upon to govern the operations of the ILO's new Fact-Finding and Conciliation Commission on Freedom of Association (L.G., May, 1950, p. 667).

Under this procedure any complaint that is received is first examined by the officers of the Governing Body. If the officers agree that a complaint warrants circulation to the Governing Body as a whole, this is done, and it is then open to any member of the Governing Body to propose that the matter be referred to the Fact-Finding and Conciliation Commission.

Establishment of the Commission was approved by the General Conference of the ILO in June.

Human Rights

The Governing Body authorized the ILO to co-operate with the Commission on Human Rights and other UN agencies in the preparation of draft articles on economic and social rights for inclusion in the proposed UN Covenant on Human Rights.

Work of ILO Bodies

The Governing Body approved arrangements for a fifth Regional Conference of American member countries of the ILO, to be held in Colombia in 1952. The fourth American regional conference was held in Montevideo in April-May, 1949 (L.G., Dec., 1949, p. 1531).

A program of future meetings was approved (see page 181).

Other meetings, to be held later, include those of the Correspondence Committee on Hygiene, the Metal Trades Committee (fourth session), the Iron and Steel Committee (fourth session), and the Advisory Committee on Salaried Employees and Professional Workers (second session).

Tribute to Hon. Humphrey Mitchell

The death last summer of the Hon. Humphrey Mitchell, Canadian Minister of Labour, was brought to the attention of the Governing Body in an obituary notice prepared by the ILO. It was stated that the ILO owed especial gratitude to Mr. Mitchell, "not only as the President of a session of the Conference that dealt with a number of important constitutional questions, but also as a member of the Government whose hospitality the Office enjoyed when its working centre was in Montreal."

Program of ILO Meetings

Date	Meeting	Place
26 Dec.-2 Jan.	Asian Technical Conference on Co-operation	Karachi, Pakistan
16-27 Jan.	Committee of Experts on Indigenous Labour (First Session)	La Paz, Bolivia
12-23 Feb.	Building, Civil Engineering and Public Works Committee (Third Session)	Geneva
26 Feb.-10 Mar.	Governing Body and Committees (114th Session)	Geneva
27 Mar.-6 Apr.	Committee of Experts on the Application of Conventions and Recommendations	Geneva
9-21 Apr.	Regional Conference for the Near and Middle East	Teheran
10-20 Apr.	Meeting of Experts on Payment by Results	Geneva
7-9 May	Coal Mines Committee (Fourth Session)	Geneva
21-26 May	Joint Maritime Commission (16th Session)	Geneva
6 June	International Labour Conference (34th Session)	Geneva
2-6 July	Meeting of Experts on Status and Conditions of Employment of Domestic Workers	Geneva

CONVENTIONS OF PROVINCIAL LABOUR ORGANIZATIONS

Resolutions asking for continuation of rent controls, price controls, improved workmen's compensation legislation and revised provincial labour codes were among those passed at recent meetings of provincial labour organizations. Summarized below are proceedings of meetings of the New Brunswick Council of Labour (CCL), the Newfoundland Federation of Labour (TLC), and the Ontario Provincial Federation of the Trades and Labour Congress of Canada.

New Brunswick Council of Labour (CCL)

The fifth annual meeting of the New Brunswick Council of Labour was held in Saint John, New Brunswick, December 1 and 2. More than fifty delegates attended the conference which was presided over by President Angus MacLeod of Saint John.

The convention delegates were welcomed to Saint John by Deputy Mayor Tripett. Other speakers and guests at the opening sessions included Hon. S. E. Mooers, New Brunswick Minister of Labour; N. D. Cochrane, Deputy Minister of Labour, Miller Dick, New Glasgow, Maritime representative of the United Steelworkers of America; Romeo Mathieu, Montreal, international representative of the United Packinghouse Workers: John Toner, Fredericton, conciliation officer of the New Brunswick Department of Labour. Several representatives of the National Employment Service also attended the meetings.

In his presidential address, Mr. MacLeod stated that the prime concern of the convention was the unemployment situation in New Brunswick. He said that the convention served as a means of bringing together representatives of all affiliated unions to discuss common problems, and to formulate some program for the solution of these problems which would be submitted to the Provincial Government. He expressed the fear that there would be increasing unemployment in the province this winter. He felt that the discontinuance by the Federal Government of all works projects not definitely connected with defence would affect New Brunswick more than any other province.

Mr. MacLeod stressed the need for new industries. He said that while the province contained only 2·8 per cent of Canada's labour force, it had 6 per cent

of the unemployed. He also said that New Brunswick had the second lowest average wage rate in the country.

Mr. MacLeod asked the convention to record its disapproval of the removal of federal rent controls, and urged a program of low-cost housing construction for the province.

He said that organized labour would have to continue its program of demanding improvements in the provincial Workmen's Compensation Act as well as in all other fields of social legislation. Of particular interest in this field were increased old age pensions the speaker said.

While he felt that progress in the social field had been slow, Mr. MacLeod said "we dare not become disheartened but as organized labour we must accept the responsibility in striving to make this province and nation a better place for this and future generations to live in."

Resolutions

The convention adopted several resolutions on matters of importance to labour in the province. Included among these were:—

A resolution asking all members of the Canadian Congress of Labour in Saint John to patronize the laundry employing union labour;

A request that the Provincial Government draw up wage schedules under the Industrial Standards Act covering the erection of structural steel in the province;

A recommendation that the Workmen's Compensation Act be amended to provide for payment for drugs and prescriptions ordered by a doctor for a workman on compensation;

A demand that representatives of the Canadian Congress of Labour be appointed to the Court of Referees of the National Employment Service;

A resolution asking that the Provincial Government be petitioned to increase the average workmen's earnings to 75 per cent, and that maximum earnings be increased from $2,500 to $3,000, for purposes of the Workmen's Compensation Act. This action was asked because both the provinces of Ontario and Saskatchewan had taken similar action. At present, in New Brunswick, the Act calls for only 66⅔ per cent of the workmen's average earnings the maximum yearly earnings being $2,500.

Newfoundland Federation of Labour (TLC)

The fourteenth annual convention of the Newfoundland Federation of Labour was held in Grand Falls recently. Some sixty delegates representing thirty Newfoundland unions attended the convention. The opening session, which featured many guest speakers, was under the Chairmanship of Arthur Rowe, Vice-President of the Federation.

Speakers on the opening program included Hon. H. L. Pottle, Ph.D., Minister of Public Welfare, who represented the Premier of Newfoundland, Hon. Charles H. Ballam, Minister of Labour, Hon. E. S. Spencer, Minister of Public Works, and Hon. W. J. Keough, Minister of Fisheries and Co-operatives.

On the program also were Mr. Philip Gruchy, C.B.E., General Manager of the Anglo-Newfoundland Development Company, Magistrate B. J. Abbott, Mr. A. G. Duggan, M.B.E., Honorary President of the Newfoundland Federation of Labour, Mr. Baxter Morgan, M.H.A., of the Avalon Co-operative Council, and Mr. W. T. Howell, Superintendent of Town Services, who welcomed the delegation to Grand Falls.

The Convention handled a heavy agenda composed of the Officers' Reports, Reports of Standing Committees, Resolutions and Amendments to the Constitution.

The Officers' Reports, which gave a complete and concise account of the activities of the Executive Council in the Legislative, Educational and Organizing fields for the year, received the endorsation of the Convention.

The financial statement presented by Treasurer J. F. Ryan showed the Federation to be in a fair financial position and indicated that it had been necessary to economize in many respects because of the reduction in per capita tax payments resulting from the transfer of many organizations to the International set-up.

Reports of Standing Committees included those of the labour representatives J. F. Ryan and W. T. Pike, of the Court of Referees, Unemployment Insurance Commission, the Legislative Committee, and the delegates to the Trades and Labour Congress of Canada Convention and the Newfoundland Co-operative Conference.

The Legislative Committee presented a draft Apprenticeship Act which was approved by the Convention and ordered to be submitted to the Government. It is hoped that the proposed Apprenticeship Act will materially assist the Government's plans for Vocational Education in Newfoundland.

The Convention adopted twelve of fourteen proposed amendments to the Constitution. The adopted amendments dealt mainly with technical changes necessary to bring the Federation's Constitution into line with the requirements of the Trades and Labour Congress of Canada Constitution. The rejected amendments proposed reduction in affiliation fees and per capita tax from central bodies.

The Committee on Constitution and Law also submitted a resolution calling for a change in the Platform of Principles of the Trades and Labour Congress of Canada. The resolution was adopted and forwarded to Congress headquarters.

Resolutions

Twenty resolutions were considered by the delegates, nineteen of which were concurred in.

The resolutions called for concerted action on such matters as the retention of certain raw materials in the province so that they might be further processed locally before export; the elimination of two contentious sections from the Labour Relations and Trade Union Acts; clarification of the status of the Newfoundland Hotel and its employees; the completion of a highroad between Buchans and Badger; a low-cost housing program for wage-earners; and the speedy publication of the report of the Commission of Enquiry into the Cost of Living.

The Convention unanimously endorsed resolutions opposing: the imposition of the 3 per cent sales tax; the Government's proposition to extend the time limit for construction of the Newfoundland portion of the Trans-Canada Highway and the suggestion that the road would be of a secondary nature; and the imposition of any further taxes, Federal or Provincial, on cigarettes and tobacco.

Resolutions were passed supporting: a Government grant for workers' education; the formation of co-operative credit unions within the ranks of trade unions; and a policy of buying Newfoundland union-made goods first. Immediate Government action was asked to offset the probable disruption of the community of Bishop's Falls by the impending shutdown of the pulp mill there in 1953.

The following Officers were elected for the ensuing year. President, W. Frank Chafe; First Vice-President, Norman Munn; Second Vice-President, Arthur Rowe; Third Vice-President, Baxter Fudge; Fourth Vice-President, Violet M. Pynn; Secretary, W. J. May; and Treasurer, C. W. Strong.

Ontario Provincial Federation of the Trades and Labour Congress of Canada

The fifth annual convention of the Ontario Provincial Federation of the Trades and Labour Congress of Canada was held in Toronto from January 12 to 14. Over 365 delegates representing 147 organizations took part in the three-day deliberations. The Credentials committee refused to seat three delegates who, following investigation, were believed to have communist leanings. The delegates dealt with over 100 resolutions on a wide variety of subjects of interest to the Federation, particularly in the field of provincial labour legislation.

Among the speakers who addressed the convention were the Hon. Leslie Frost, Premier of Ontario; Robert H. Saunders, Chairman of the Ontario Hydro Commission; C. J. Cameron, of the Ontario Workmen's Compensation Board; George V. Haythorne, Director of Economics and Research, Federal Department of Labour; Gordon Milling, Executive Secretary, Joint Labour Committee to Combat Racial Intolerance; Gordon G. Cushing, General Secretary-Treasurer of the Trades and Labour Congress; and W. S. Stanbury, National Commissioner of the Canadian Red Cross.

The delegates were welcomed to Toronto by William Jenoves, president of the Toronto and District Trades and Labour Council, and vice-president of the Trades and Labour Congress of Canada. In his brief remarks, Mr. Jenoves spoke of the current joint labour campaign to have price controls reimposed. He complimented the railway organizations on successful conduct of their recent dispute. Speaking on the legislative achievements of labour in the past year, Mr. Jenoves said that gains in this field had not been as spectacular as in wages and other matters, but paid tribute to the report of the Roach Commission on Workmen's Compensation. While he felt the report could have gone further, Mr. Jenoves expressed the hope that the Ontario legislature would see fit to accept the Report's recommendations.

Federation president A. F. MacArthur noted the progress made by the organization in the past year, and said that the

delegates present represented some 200,000 workers. Restating the aims of the Federation, he said that its chief goal was the protection and advancement of the economic, social and educational interests of labour.

Referring to present world conditions, and the need for a program of preparedness, Mr. MacArthur said that there were "grim days ahead particularly for labour." He said that the value of the dollar was decreasing because of inflation and that labour as the most important segment of the community must be consulted on all matters of importance in the economy.

In condemning those he described as deluded and misguided people who attempted to infiltrate the trade union movement to further the beliefs of Communism. Mr. MacArthur said he felt safe in saying that the Ontario Federation was 99 per cent free of communists. However, he warned delegates to guard against Communist infiltration at all times.

In addition to the regular Convention Committees, two special committees were established. One committee was to look into the report of the Roach Commission on Workmen's Compensation, and the other was to study the Provincial Labour Code.

Credentials Committee

The Credentials Committee refused admission to three delegates, who, in their opinion, had shown Communist leanings. The Committee reported that they had interviewed these delegates, and that the evidence presented against them was in the committee's opinion sufficient to warrant exclusion from the Convention. The Committee's recommendation received almost unanimous support from the delegates when a vote was called for.

The action of the Convention was in line with the policy of the Trades and Labour Congress of Canada as laid down at its Montreal Convention in September. In addition to barring the three delegates, the Convention amended its Constitution to bring it in line with the TLC on the matter of representation at Conventions (L.G., Nov., 1950, p. 1801). An amendment was also passed which required all nominees for office to take an oath declaring themselves to be free of any affiliation with any organization or group "which expounds or promotes or encourages any doctrine or philosophy contrary or subversive to the fundamental principles of the democratic form of government of Canada. . . ." This amendment is also patterned after a similar section of the TLC constitution.

Controls and Subsidies

There was considerable discussion by the delegates on the matter of controls and subsidies and the high cost of living. Resolutions were passed asking for maintenance by the Federal Government of its rent control regulations, and failing this a strong demand by the Federation that the Ontario Provincial Government assume control of rents.

Another resolution asked for the establishment of subsidies on essential foods, and the imposition of a 100 per cent excess profits tax.

Labour Relations

In the field of labour relations, the Convention's primary interest was in the amending of the Ontario Labour Relations Act, 1948. Several resolutions incorporated into one asked for revision of the Act to provide for:—

deletion of the revocation of certification provision;

a clear definition of company unions, and elimination of such unions from "any and all forms of certification;"

the right to apply for certification and have a vote taken when 25 per cent of the employees in the proposed bargaining unit authorize "a *bona fide* union" to do so;

a clause to state that fifty-one per cent of those voting should decide certification rather than the present clear majority;

an amendment to allow the issue of a union shop and compulsory check-off of union dues to be decided by a simple majority vote;

closer supervision of "unfair practices" during a dispute;

automatic grievance procedure to go into effect when certification is granted in order "to cover the period of early negotiation." This part of the resolution went on to state that "the form of union security secured by negotiation should remain in force until changed by mutual consent of the parties concerned."

The resolution also requested that the Ontario Labour Relations Board be given "an adequate staff of administrators" to speed up procedure and quicken application of the provisions of the Act. Another section of the resolution asked for full coverage of employees of municipal corporations, their boards and commissions, by the Act. Insertion of special provisions in the Act was also recommended for the

building trades and other groups of workers who worked "under similar fluctuating conditions."

Social Security and Health

The Convention approved several resolutions on health and social security. One asked that the Ontario Government promote the building of more convalescent hospitals and rest homes; another urged higher grants by the Province to the hospitals. A third resolution asked for establishment of more adequate facilities to handle mental cases.

The Convention called for "speedy action" by provincial authorities in establishing a satisfactory contributory scheme of health insurance in co-operation with the Federal Government.

Following the lead of the Trades and Labour Congress of Canada, at its annual convention in Montreal, the Ontario Federation adopted a resolution recommending that the Old Age Pension Act be amended to conform to the TLC requests (L.G., Nov., 1950, p. 1804). This resolution also suggested that "provision be made for a condition wherein, after twenty years' service in a particular industry, a worker is unable to continue in that industry at his regular work, then the said industry shall be required to provide an adequate pension or suitable employment for the worker until such time as he is eligible for old age pensions under the normal operation of the Act." Another resolution requested the Ontario Government to increase Mother's Allowances "by at least 25 per cent."

Workmen's Compensation

The special committee set up to study the report of the Royal Commission on Workmen's Compensation in Ontario (Roach Commission), reported favourably to the Convention. The Commission report was described as being progressive, and generally favourable to labour's point of view. However, the Committee felt that the $200 recommended in the Report for burial expenses was not adequate. The committee also felt that disabled workers were entitled to 100 per cent compensation based on their full earnings. At present the law provides for compensation based on 75 per cent of earnings.

The Committee said also that present provisions for the rehabilitation of injured workers were inadequate and recommended that measures be taken to increase facilities for finding suitable re-employment for these injured workers. It also registered opposition to what it called the forcing of injured workmen to take unsuitable and unsatisfactory employment following injury. The Committee strongly urged that the Ontario Legislature adopt the recommendations of the Royal Commission at its next session.

Several resolutions on Workmen's Compensation were passed following recommendation by the special committee. These resolutions closely followed the Committee's own recommendations.

Other Resolutions

Among the subjects dealt with in other resolutions were the increasing price of milk, apprentice training and the operation of the Apprenticeship Act, highways, hours of work and vacations with pay, hydro, licences, provincial resources and taxation.

Election of Officers

A. F. MacArthur was re-elected Federation President by a substantial majority over Gordon Smith of Toronto. Secretary-Treasurer Hugh J. Sedgwick was re-elected by acclamation. Vice-Presidents elected for the coming year were: H. J. Green, W. Godfrey, and George Beadle.

The 1951 Convention will be held in Hamilton.

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Industrial Relations and Conciliation

The Award of the Arbitrator under The Maintenance of Railway Operation Act, made during December, assured non-operating employees of the Railways the introduction of the five-day forty-hour week on June 1, 1951, and a further wage increase of three cents per hour effective from September 1, 1950, under a two-year contract. ¶The Canada Labour Relations Board recently revoked an order of certification granted to the Canadian Seamen's Union on the grounds that this organization was not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

Introduction

A conclusion was written during December to the protracted dispute between the major Canadian Railways and the two groups of international and national labour unions representing their non-operating employees. The dispute originally involved demands made on behalf of the employees for wage increases of seven cents in hourly rates of pay in the case of the international unions and ten cents in the case of the national organizations, together with the establishment of a five-day forty-hour work week effective September 1, 1949, instead of the generally existing work week of forty-eight hours, with no reduction in take-home pay, and with overtime to be paid for at the rate of time and one-half. Proposals made by the Railways for a ten-point revision in working Rules in order to facilitate a "fair and economical" introduction of a shorter work week were also involved.

The dispute, as has been reported in previous issues of the LABOUR GAZETTE, began on June 16, 1949, when the various unions served notice of their demands upon the Railways, and culminated in a nation-wide strike which crippled transportation, telegraphs and ancillary services from August 22 to August 30, 1950. The strike was terminated by special legislation adopted at an emergency session of Parliament, cited as The Maintenance of Railway Operation Act. Pursuant to this statute, the Hon. R. L. Kellock, one of the Justices of the Supreme Court of Canada, was appointed on October 17, 1950, by His Excellency the Governor General in Council as Arbitrator to determine and decide all matters that had not been agreed upon in earlier negotiations between the Railways and the Unions.

The Award of Mr. Justice Kellock, which was made public on December 18, 1950, is printed in full beginning page 194. It directed that the four-cent increase in wage rates provided for in The Maintenance of Railway Operation Act should be increased by a further three cents, the resulting seven cents to be effective as from September 1, 1950, and that the five-day forty-hour week should become effective June 1, 1951, provided that from the said date to and including August 31, 1951, straight time only should be payable to the employees up to forty-eight hours per week.

One of the provisions of The Maintenance of Railway Operation Act was that the Arbitrator should decide the matters at issue "within the limits of the proposals that he determines were made by the Railway companies and the unions in respect of that matter" at the time negotiations were terminated between them on August 26, 1950, or which were made by either party after commencement of the said Act at any time before the matter came before him and "which narrow these limits". It being necessary to determine at the outset the area in dispute between the parties, Mr. Justice Kellock declared that he found that the respective positions of the Railways and the employees on August 26, 1950 (in which no changes were made by either the companies or the unions up to the time the arbitration opened), were as follows:—

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Railway Companies	Unions
1. A 4-cent per hour wage increase to be effective September 1, 1950.	1. A 7-cent per hour wage increase to be effective June 1, 1950.
2. A 5-day, 40-hour week to begin September 1, 1951.	2. A 5-day, 40-hour week effective June 1, 1951, with a 3-months' transitional period during which straight time would be payable up to 48 hours a week.
3. A 2-year contract to run from September 1, 1950.	3. Same as No. 3 opposite.
4. An agreement along lines indicated by the negotiating committee (of the unions) as satisfactory to negotiate amendments in certain rules.	4. Same as No. 4 opposite.
5. A clause dealing with payment of straight time up to 48 hours a week in the event of a national emergency.	5. Same as No. 5 opposite.
6. Hotel and water transport workers to be covered in a separate contract for one year, to be granted an increase of 2 cents per hour effective September 1, 1950.	6. Hotel and water transport employees to be dealt with on the same basis as the other employees.

The Arbitrator also mentioned that, at the same time, there was in existence an alternative proposal on the part of the unions for a wage increase of five cents per hour retroactive to January 1, 1950, provided a cost-of-living bonus clause be made effective at once granting a one-cent per hour wage increase for each one-point rise in the cost-of-living index. The other terms of this proposal were identical with the items numbered two to six of the employees' other proposal set out above.

Mr. Justice Kellock wrote into his Award the text of certain documents upon which the parties to the dispute had agreed earlier, and which were filed with him as exhibits during the course of the arbitration. In line with these documents, the Arbitrator directed that an agreement arrived at between the parties should govern for the purpose of bringing the forty-hour week into operation. This agreement provided that a sub-committee composed of representatives from the union organizations and the Railways should prepare a master agreement setting out the principles that are to govern the revision of the individual wage agreements, and providing for a method of final disposition of any disputes that might arise in applying these principles. The agreement contained a provision that if the sub-committee was unable to agree as to any one or more of such principles, the parties would try to agree on a referee to decide such point or points. Failing mutual agreement, they would jointly request the Minister of Labour to appoint a referee. The agreement also provided that the decision of the referee should be rendered within fifteen days of the close of his hearings, and should be final and binding subject only to the parties themselves mutually agreeing to adopt a principle other than the decision of the referee.

Another exhibit, the provisions of which the Arbitrator directed should be written into each wage agreement, related to an understanding arrived at by the parties as to the manner in which negotiations would be carried on with respect to the ten changes in Rules contained in the railways' proposals. This differed from the negotiating procedure for bringing the forty-hour week into operation in that, instead of providing for a sub-committee representing both the employers' group and the groups of associated unions to work out a master agreement, it provided for negotiations at the level of the parties to each individual collective agreement. Here again, the parties undertook that any matter arising out of such negotiations not agreed upon by the parties to the individual collective agreement, and which was necessary to be decided for the conclusion of the collective agreement subject to The Maintenance of Railway Operation Act, should be referred to a referee by the parties to such individual agreement. If the parties failed to agree on a suitable referee, they would jointly request the Minister of Labour to appoint a referee. The decision of the referee was to be final and binding on both

parties, subject only to the parties themselves mutually agreeing to adopt some other principle.

The Arbitrator's Award directed further that each individual agreement was also to contain a clause providing that in the event that the Government of Canada officially informed the companies and unions that the international situation had created emergency conditions which required extraordinary efforts on the part of all industry and all Canadians, it was agreed that the unions would waive penalties on overtime which would have been deemed to be overtime under the contracts existing at the date of the agreement.

With regard to hotel and water transport employees, the Arbitrator's Award directed that the terms of all agreements to which they were parties should be for one year from September 1, 1950. These employees were not granted any reduction in hours of work and were not included in the additional increase of three cents in the wage rates granted to the railway employees, beyond the wage increase of four cents per hour to which they were entitled under the terms of The Maintenance of Railway Operation Act.

With respect to the request for the check-off included in the original demands of the national labour unions, the Arbitrator determined as a fact that this did not remain as one of the matters in dispute on August 26, 1950. It was not, therefore, a matter to be dealt with in the arbitration proceedings under The Maintenance of Railway Operation Act.

* * *

Widespread interest was created by Reasons for Judgment issued by the Canada Labour Relations Board at its December sittings, in which the Board revoked an order of certification granted to the Canadian Seamen's Union on November 20, 1947, by the Wartime Labour Relations Board, as the bargaining agent of a unit of unlicensed employees of Branch Lines, Limited, Sorel, Quebec.

The Judgment arose out of an application for revocation made by Branch Lines, Limited, in which it was contended, first, that the Canadian Seamen's Union no longer represented a majority of the company's unlicensed employees, and, second, in effect that the union was a Communist-dominated organization, and was not a trade union entitled to certification under the Industrial Relations and Disputes Investigation Act in view of its purposes and activities.

The Board decided that the company had not submitted evidence to support its contention that the Canadian Seamen's Union no longer represented the majority of the employees in the bargaining unit, and that the application for revocation, in so far as it was based on this ground, failed. However, relying upon a section of the Industrial Relations and Disputes Investigation Act that gives the Board authority to determine questions as to whether an organization or association is a trade union, the Board found that the Canadian Seamen's Union was not a trade union within the meaning of the Act, and revoked the previous order of certification.

The text of the Board's Reasons for Judgment is reprinted below in this section. It contains a review of the evidence upon which the Board decided that the primary purposes of the Canadian Seamen's Union were no longer the purposes of a trade union as set forth in the Act.

* * *

Year-end statistics under the Industrial Relations and Disputes Investigation Act indicated that from the inception of the Act on September 1, 1948, to December 31, 1950, a total of 200 applications for certification were received by the Canada Labour Relations Board. Of these, 102 applications were granted, while 44 were rejected and 33 were withdrawn. The remaining 21 were still under investigation.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals,

telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of December. The Board issued two certificates designating bargaining agents, rejected one application for certification, revoked one certificate designating a bargaining agent, and ordered one representation vote. During the month the Board received ten applications for certification.

Applications for Certification Granted

1. The West Coast Seamen's Union (Canada), on behalf of a unit of unlicensed personnel employed in the deck, engine-room and steward's departments of deepsea dry cargo vessels of Canadian registry owned or bareboat operated by Canadian Union Line Limited, Vancouver (L.G., Nov., 1950, p. 1892).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of news stand attendants employed on vessels of the Canadian Pacific Railway Company (British Columbia Coast Steamship Service) (L.G., Jan., 1951, p. 55).

Application for Certification Rejected

The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Island Motor Transport Limited, Charlottetown, P.E.I., respondent (L.G., Oct., 1950, p. 1669). The application was rejected for the reason that, in view of the present scope of the company's operations, the Board was without jurisdiction in the matter.

Certificate Designating Bargaining Agent Revoked

The Board revoked the order of November 20, 1947 (L.G., Dec., 1947, p. 1783), certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed on the ships of Branch Lines Limited, Sorel, P.Q. (See Reasons for Judgment below.)

Representation Vote Ordered

The Communication Workers of America, applicant, and the Northern Telephone Company Limited, New Liskeard, Ont., respondent (L.G., Dec., 1950, p. 2051). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

Applications for Certification Received

1. Local No. 298, Building Service Employees International Union, on behalf of a unit of employees of the Canadian Pacific Railway Company (Telegraphs Division, Real Estate Department) (Investigating Officer: L. Pepin).

2. The Canadian Air Line Pilots Association, on behalf of pilots employed by Queen Charlotte Airlines Limited, Sea Island, B.C. (Investigating Officer: J. S. Gunn).

3. The Canadian Communications Association, on behalf of a unit of employees of the Canadian Overseas Telecommunication Corporation, Montreal (Investigating Officer: R. Trépanier).

4. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers, handling steam or other classes of motive power, employed by the Canadian National Railways (Atlantic Region, Newfoundland District) (Investigating Officer: L. Pepin).

5. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive firemen, locomotive firemen's helpers, hostlers, and hostlers' helpers, handling steam or other classes of motive power, employed by the Canadian National Railways (Atlantic Region, Newfoundland District) (Investigating Officer: L. Pepin).

6. The Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Victoria Tug Company Limited, Victoria, B.C. (Investigating Officer: G. R. Currie).

7. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers below the rank of chief engineer employed on vessels owned by Colonial Steamships Limited and operated by Sarnia Steamships Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough).

8. The National Association of Marine Engineers, Inc., on behalf of marine engineers below the rank of chief engineer employed on vessels owned and operated by Sarnia Steamships Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough).

9. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers below the rank of chief engineer employed by Keystone Transport Limited, Montreal (Investigating Officer: R. Trépanier).

10. Transport Drivers, Warehousemen and Helpers' Union (Local No. 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), on behalf of employees of J. B. Motor Express and subsidiary companies (Investigating Officer: R. Trépanier).

REASONS FOR JUDGMENT in application for revocation of certification affecting

Branch Lines Limited, with Head Office at Sorel, Que., *Applicant*, *and*
Canadian Seamen's Union, *Respondent*.

The Board consisted of the Hon. Chief Justice G. B. O'Connor, Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard and H. Taylor, members. The Judgment of the Board was delivered by the Chairman.

The Applicant is a company engaged in water transportation, and operates a number of ships on the St. Lawrence waterways.

The Respondent was certified on November 20, 1947, by order made by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations, as the bargaining agent of a unit of employees of the Applicant described as unlicensed personnel employed upon the ships of the Applicant. The order of certification made by the Wartime Labour Relations Board as aforesaid has continuing force and effect under the Industrial Relations and Disputes Investigation Act by virtue of the provisions of section seventy-two of that Act, which provides that every order, decision or determination or any other act or thing made, given or done by or on behalf of the Wartime Labour Relations Board shall in so far as the said order, decision, determination, act or thing might be made, given or done under the Industrial Relations and

Disputes Investigation Act, be deemed to have been made, given or done by the Canada Labour Relations Board. The undertaking of the Applicant upon which the employees in the unit are employed falls within the category of undertakings or businesses to which the Act applies, under the head of navigation and shipping.

The Applicant contends that the order of certification should be revoked on two grounds: firstly, on the ground that the Respondent no longer represents the majority of employees in the bargaining unit; and, secondly, in effect on the ground that the Respondent is a Communist-dominated organization, and is not a trade union entitled to certification under the Act in view of its purposes and activities.

The Act by section eleven thereof empowers the Board to revoke certification where it is satisfied that the certified bargaining agent no longer represents the majority of employees in the unit for which certification was granted.

The Act by subsection two of section sixty-one empowers the Board, if it considers it advisable so to do, to reconsider any decision or order made by it under the Act, and to vary or revoke any decision or order made by it under the Act. Subsection one of section sixty-one provides that if, in any proceeding before the Board, a question arises under the Act as to whether an organization or association is an employers' organization or a trade union, the Board shall decide the question and its decision shall be final and conclusive for all the purposes of the Act.

As the Applicant has not submitted evidence to support its contention that the Respondent no longer represents the majority of employees in the bargaining unit, the application for revocation, in so far as it is based upon this ground, fails.

It is necessary now to deal with the other issue raised in this application.

Under the provisions of the Industrial Relations and Disputes Investigation Act only an organization or association of persons which qualifies as a "trade union" within the meaning of the definition of that term in the Act may be certified under the Act as the bargaining agent of employees.

Para. (r) of section two of the Act defines a trade union to mean "any organization of employees formed for the purpose of regulating relations between employers and employees but shall not include an employer-dominated organization."

Where in any matter coming before the Board it is necessary for the Board to determine whether an organization is a trade union for the purposes of the Act, the Board ordinarily accepts the purposes set out in the constitution of the organization as being the purposes of the organization. Nevertheless, the Board is not bound to accept the purposes as so set forth in the constitution of the organization as the purposes of the organization where it is satisfied that the organization has engaged in activities and operations which establish beyond reasonable doubt that the primary and real purposes of the organization are other than those set forth in its constitution, or are other than those alleged by the organization to be its purposes.

Regardless of what claim the Respondent may have had at an earlier date to be a trade union within the meaning of the Act, the Board is satisfied for the reasons hereinafter set out that the Respondent's primary purpose is not such as to bring the organization within the definition of "trade union" or "union" in the Act.

It is a matter of common knowledge that in the course of the strike of seamen employed on ships of Canadian shipping companies operating out of Eastern ports, declared by the Respondent in the spring of 1949, the Respondent worked actively in defiance of Canadian law to tie up a number of Canadian ships in ports in the United Kingdom, Europe, South Africa, West Indies, New Zealand and Australia, and for this purpose enlisted the support of reputed Communist groups within dock workers' organizations in the United Kingdom and in ports in other countries mentioned with a view to the withdrawal of facilities for loading and unloading the ships so tied up at these ports. The action so taken by the Respondent in the United Kingdom, resulting in a series of dock strikes in that country, is fully set out in the British Government white paper entitled "Review of the British Dock Strikes 1949" presented to Parliament by the Minister of Labour and National Service in December, 1949. In a summary contained in that report of the salient features of these occurrences, the report states that these strikes of dock workers in the United Kingdom were fomented by the Canadian Seamen's Union to support a strike of seamen employed by Canadian shipping companies on vessels operated out of Eastern Canadian ports and a tie-up of vessels upon which these seamen were employed in British ports. The report then states that this campaign in the United Kingdom was founded upon the support mainly of members of the Communist party and their sympathizers. In a Foreword to the report, the Minister said: "The evidence shows that there was throughout a cold and deliberate plan, and that

unofficial leaders were completely indifferent to the loss and suffering that might result. They had one aim only—to restore the fortunes of the Communist-dominated Canadian Seamen's Union".

The Board regards these incidents as evidence of the close association of the Respondent with foreign elements of the international Communist front in the promotion of international Communist policies and activities which are entirely foreign to the purposes of a trade union under the Act.

It is common knowledge in Canada that the Respondent is a Communist-directed organization. The political affiliation of an organization does not affect its status as a trade union. Nevertheless, the frequent transformation made by Communist elements of organizations formed for other purposes, over which they obtain control, into organizations whose real and ulterior purpose becomes the promotion of Communist objectives is well known in this country.

The Respondent was expelled from membership in the International Transport Workers' Federation at the 21st Biennial Congress of the Federation held in July, 1950. This long-established international organization comprises over 80 trade unions drawn from all five continents. The Congress record of expulsion cites that the Respondent "gave out instructions which conflict with all tradition of maritime trade union action and also with Canadian law", also characterizes the actions of the Respondent as being "contrary to all rules of trade union strategy" and recites that the decision to expel the Respondent from the International Transport Workers' Federation was taken because the Respondent had "harmed the interests of its own members and those of other affiliated unions".

The Respondent was also expelled from membership in the Trades and Labour Congress of Canada at the Convention of that Congress held in September, 1949, after having been suspended by the Executive Committee of the Congress as from June 3, 1949. It appears from the Congress record of the Convention that these decisions were made after consideration and condemnation of the actions of the Respondent in the calling of the seamen's strike as being unnecessary, and in the events following thereon as being detrimental to trade union interests.

Expulsion from a trade union congress cannot in itself deprive a union of its status under the Act. The Board wishes it to be clearly understood that it does not base its decision on the action taken by the trade union congresses. The Board does, however, give weight to the reasons given by the trade union congresses in the expulsion of the Respondent from membership as lending weight to the conclusion that the primary purposes of the Respondent are no longer the purposes of a trade union as set forth in the Act.

For the reasons given above, the Board finds that the Respondent is not a trade union within the meaning of the Act, and therefore is not entitled to certification as a bargaining agent under the provisions of the Act.

The Board accordingly revokes the order of November 20, 1947, certifying the Respondent as the bargaining agent of employees of the Applicant consisting of unlicensed personnel employed upon the ships of the Applicant.

(Sgd.) G. B. O'Connor,
Chairman
for the Board.

M. Piche, Esq., K.C.,
A. Simard, Esq.,
L. Hudon, Esq.,
for the Applicant.

A. Marcus, Esq.,
H. Davis, Esq.,
for the Respondent.

Dated at Ottawa, December 7, 1950.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of December the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. Transport Drivers, Warehousemen and Helpers' Union, and (Local No. 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), and Smith Transport Limited, Montreal (Conciliation Officer: L. Pepin).

2. Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) and the Yukon Consolidated Gold Corporation Limited, Dawson, Y.T. (Conciliation Officer: G. R. Currie).

3. The Canadian Air Line Pilots Association and Trans-Canada Air Lines (Conciliation Officer: R. H. Hooper).

4. Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and the Alberta Wheat Pool (Elevator Department), Vancouver (Conciliation Officer: G. R. Currie).

5. Local 342, United Packinghouse Workers of America, and Robin Hood Flour Mills Limited, Saskatoon (Conciliation Officer: R. H. Hooper).

6. The Canadian Air Line Flight Attendants Association and Trans-Canada Air Lines (Conciliation Officer: R. Trépanier).

Settlements Effected by Conciliation Officers

1. On December 20 the Minister received a report from Bernard Wilson, Conciliation Officer, indicating the settlement of matters in dispute between Local B1440, International Brotherhood of Electrical Workers, and the Chaudière Water Power Owners and Lessees (L.G., Dec., 1950, p. 2053).

2. On December 26 the Minister received a report from Liguori Pepin, Conciliation Officer, indicating the settlement of matters in dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Abitibi Coach Lines and Transportation Company Limited, Val D'Or, P.Q. (L.G., Jan., 1951, p. 55).

Conciliation Boards Appointed

1. On December 13 the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between the Canadian Navigators' Federation and the Prescott and Ogdensburg Ferry Company Limited, Prescott, Ont. The Board was appointed following receipt of the report of Liguori Pepin, Conciliation Officer (L.G., Dec., 1950, p. 2054). Constitution of the Board had not been completed at the end of the month.

2. On December 27 the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and the Alberta Wheat Pool (Elevator Department), Vancouver. The Board was appointed following receipt of the report of G. R. Currie, Conciliation Officer (See above). Constitution of the Board had not been completed at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed by the Minister on October 19, 1950, to deal with matters in dispute between Eldorado Mining and Refining (1944) Limited, Port Hope, Ont., and Local No. 13173, District 50, United Mine Workers of America (L.G., Dec., 1950, p. 2054), was fully constituted on December 2 with the appointment of His Honour Judge W. F. Schwenger, Hamilton, Ont., as Chairman. Judge Schwenger was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. J. P. Pratt, K.C., and Herbert Orliffe, both of Toronto, who had previously been appointed on the nominations of the company and union, respectively.

2. The Board of Conciliation and Investigation appointed by the Minister on November 17, 1950, to deal with matters in dispute between Canada Coach Lines Limited, Hamilton, Ont., and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Jan., 1951, p. 56), was fully constituted on December 14 with the appointment of His Honour Judge R. S. Clark, Guelph, Ont., as Chairman. Judge Clark was appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. R. V. Hicks and A. F. MacArthur, both of Toronto, who had previously been appointed on the nominations of the company and union, respectively.

Consent to Prosecute Refused

During the month the Minister refused consent to prosecute in the matter of an application, submitted under Section 46 of the Act by the Canadian Seamen's Union, for consent to prosecute Branch Lines Limited, Sorel, P.Q., for alleged violations of certain provisions of the Act (L.G., Aug., 1950, p. 1173).

Settlement Following Board Procedure

During December advice was received that matters in dispute between the Lakehead Terminal Elevator Association, representing ten elevator companies at Fort William and Port Arthur, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Oct., 1950, p. 1669) and following further intervention by the Department of Labour.

Award of the Honourable Mr. Justice R. L. Kellock, Arbitrator in the Matter of the Maintenance of Railway Operation Act

Pursuant to my appointment by P.C. 4994, dated October 17, 1950, I proceeded to hear this matter at the City of Montreal on the 27th, 30th and 31st days of October, and the 1st, 8th, 9th and 10th days of November, 1950, and for that purpose was attended by representatives of the railways and the organizations of the employees concerned, as set out in Appendix "A" hereto. Further material was subsequently filed on November 20, December 1 and 5, 1950.

The railways represented before me operate 92 per cent of the total railway mileage in Canada. The employees directly concerned constitute what is known as the non-operating employees, as distinct from the employees who actually operate the trains, that is, engineers, firemen, conductors, trainmen and yardmen. The non-operating employees of the Canadian National and Canadian Pacific Railways, the two largest systems, number 85,484 in the case of the former and 62,979 in the case of the latter, a total of 148,463. There are in addition 6,286 hotel employees and 2,977 water transport employees. The non-operating employees who are organized, are divided into two major groups, composed of fifteen international and two national labour unions.

The operating employees, some 31,461, have also served notices for wage increases of various amounts, as to which negotiations are in progress, and I am given to understand that any change in wages or hours of the non-operating employees inevitably influences settlement of the same matters with respect to operating employees. All of the approximately 189,000 employees of the two main systems are therefore either directly or indirectly involved. I have set out in Schedule I the wage rates of the main classifications of the first-mentioned group, and in Schedule II those of the second. Railway employees are, in addition, entitled to certain pass privileges and pensions. General statements as to the latter in the case of the two major systems are set out in Schedules III and IV.

By reason of its bearing on the questions here involved, a short history leading up to the present situation is relevant.

On the 16th of June, 1949, the various unions served upon the railways notices to treat with respect to the revision of all existing agreements, the specified matters to be negotiated being

> 1. An increase of seven cents in hourly rates of pay in the case of the international organizations, and ten cents in the case of the national organizations.
>
> 2. The establishment of a five-day, forty-hour work week instead of the existing forty-eight-hour week, effective September 1, 1949, the existing weekly earnings for forty-eight hours to be maintained in respect of the forty-hour week, with overtime to be paid for at the rate of time and one-half.

On receipt of this notice, the railways, under date of the 4th of July, 1949, served notice indicating their willingness to consider the matters raised, and asked on their part for changes in certain terms of the existing agreements deemed by the railways to be unduly onerous and restrictive of efficient operation. Negotiations proceeded, but as no agreement resulted, resort was first had to conciliation at the hands of officers of the Department of Labour. Subsequently two boards of conciliation under a common chairman were appointed and they reported on April 11, 1950. The railways accepted the findings of the boards, but the employees did not, and a strike took place at 6:00 a.m. of August 22, 1950. The Maintenance of Railway Operation Act was passed on August 30, 1950, and I have been given to understand that September 1st is to be taken as the day upon which the employees returned to work.

It is provided by subsection 1 of Section 5 of the statute that, failing agreement between a railway company and a union, either as to the terms of a collective agreement to which the Act applies, or as to any revision or amendment thereof, the Governor in Council shall appoint an arbitrator to decide all matters not then agreed upon between them that appear to the arbitrator necessary to be decided for conclusion of such collective agreement, including the fixing of a term during which the agreement shall operate and, subject to subsection 2, the fixing of a day or days, whether before or after the decision of the arbitrator, to which the terms of the collective agreement may be retroactive.

By subsection 3, it is provided that in deciding any "matter" under the section, the arbitrator shall decide the matter

> within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter

at the time negotiations were terminated between them on August 26, 1950, or which

were made by either after the commencement of the statute at any time before the "matter" came before him

which narrow these limits.

The arbitrator, however, may not reduce the increase of four cents per hour in existing wage rates provided for by Section 3.

It is therefore necessary to determine at the outset the area in dispute between the parties, and I find that the respective positions of the railways and the employees on August 26, 1950, were as follows:—

Railway Companies	Unions
1. A 4-cent per hour wage increase to be effective September 1, 1950.	1. A 7-cent per hour wage increase to be effective June 1, 1950.
2. A 5-day, 40-hour week to begin September 1, 1951.	2. A 5-day, 40-hour week effective June 1, 1951, with a 3-months' transitional period during which straight time would be payable up to 48 hours a week.
3. A 2-year contract to run from September 1, 1950.	3. Same as No. 3 opposite.
4. An agreement along lines indicated by the negotiating committee (of the unions) as satisfactory to negotiate amendments in certain rules.	4. Same as No. 4 opposite.
5. A clause dealing with payment of straight time up to 48 hours a week in the event of a national emergency.	5. Same as No. 5 opposite.
6. Hotel and water transport workers to be covered in a separate contract for one year, to be granted an increase of 2 cents per hour effective September 1, 1950.	6. Hotel and water transport employees to be dealt with on the same basis as the other employees.

At the same time, there was in existence an alternative proposal on the part of the unions as follows:—

1. A 5-cent per hour wage increase retroactive to January 1, 1950, provided a cost-of-living bonus clause be made effective at once granting a 1-cent per hour wage increase for each one point rise in the cost-of-living index.

The other terms of this proposal were identical with items 2 to 6 of the employees' other proposal set out above.

No changes were made by either the companies or the unions up to the time the arbitration opened.

It was contended on behalf of the employees at one stage of the hearings that each of their alternative proposals was a "package" offer, to which effect must be given in toto or not at all, with the result that if the arbitrator did not ultimately adopt the seven-cent or the five-cent term, the employees would be free from their offer of a two-year contract. It was argued that in that event the arbitrator could fix a term of less but not more than two years, as the upper limit would have been established by the proposal of the railways.

This contention is obviously fallacious and excluded by the terms of the statute which fixes, at the date mentioned, the positions of the parties distributively with respect to each term of their respective proposals. The contention was ultimately withdrawn, and it was agreed that the duration of each contract to be settled was two years throughout.

There was some discussion also as to the content to be given to the somewhat general language employed on each side in items 4 and 5 of the proposals, but any misunderstanding between the parties as to these has now been settled. Exhibit 27 deals with item 4, and is as follows:—

> In order to conclude the collective agreements to which the Maintenance of Railway Operation Act applies it will be necessary for the parties to each collective agreement to negotiate with respect to the ten changes in rules contained in the railways' proposals in an effort to reach agreement on such changes.
>
> Therefore it is hereby agreed that:—
>
> 1. Any matter arising out of such negotiations not agreed upon by the parties to the individual collective agreement and which is necessary to be decided for the conclusion of the collective agreement subject to the Maintenance of Railway Operation Act shall be referred by the parties to such agreement for decision to a referee.

2. Such referee shall be chosen by agreement by the parties concerned. In the event of failure to agree on a suitable referee they shall jointly request the Minister of Labour of the Dominion of Canada to appoint such referee.
3. Such referee shall decide only the points coming within the scope of Section 1 hereof, referred to him in writing by the parties jointly or severally. He shall receive submissions from the representatives of both parties and may require such other information as he may deem necessary to enable him to reach a decision. His decision shall be rendered in writing within fifteen days of the close of his hearings and shall be final and binding on both parties, subject only to the parties mutually agreeing to adopt a principle other than the decision of the referee.
4. The expense of such referee and of any necessary hearings shall be divided equally between the parties hereto.

Item 5 is dealt with by Exhibit 30, which is as follows:—

In the event that the Government of Canada officially informs the Companies and Unions that the international situation has created emergency conditions which require extraordinary efforts on the part of all industry and all Canadians, it is agreed that the Unions will waive penalties on overtime which would not have been deemed to be overtime under the contracts existing at the date of this agreement.

It is the common understanding that "the contracts existing at the date of this agreement" means the contracts existing at the date of the exhibit, apart from any change of terms which may be effected by this award.

For the purpose of bringing the forty-hour week into operation, the parties have also entered into the following agreement (Exhibit 28):—

1. The parties hereto have agreed that a forty-hour week is to be established for certain categories of railway employees.
2. For the purpose of establishing principles to govern the application of a forty-hour week to such railway employees the parties agree that representatives from the organizations and the railways shall constitute a sub-committee.
3. This sub-committee shall prepare a master agreement, setting out the principles that are to govern the revision of the individual wage agreements to give effect to the forty-hour week, and providing for a method of final disposition of any disputes that may arise in applying these principles to the individual wage agreements.
4. In the event that the sub-committee is unable to reach agreements as to any one or more of such principles to govern the revision of the individual wage agreements, the parties hereto shall endeavour to agree on a referee to decide such point or points at issue. Failing agreement between the parties on a suitable referee they shall jointly request the Minister of Labour of the Dominion of Canada to appoint such referee.
5. Such referee shall decide only the points referred to him in writing by the sub-committee. He shall receive submissions from the representatives of each party on the sub-committee and may require such other information as he may deem necessary to enable him to reach a decision. His decision shall be rendered in writing within fifteen days of the close of his hearings and shall be final and binding on both parties, subject only to the parties mutually agreeing to adopt a principle other than the decision of the referee.
6. The expenses of such referee and of any necessary hearings shall be divided equally between the parties hereto.
7. This agreement shall be effective 7th November, 1950, and shall remain in effect until completion of the master agreement as referred to in Section 3.

The consummation of these agreements greatly facilitated the arbitration and I cannot refrain from expressing appreciation of the spirit which brought them about, which in fact prevailed throughout the hearings.

With respect to the request for the check-off included in the notice to treat of the national organizations, I determined as a fact at the hearings that this did not remain as one of the matters in dispute on August 26, 1950. It is therefore not a matter to be dealt with in this arbitration.

On behalf of the unions it is contended that the effect of the statute has been to equate the hotel and water transport

employees with the other employees here in question, so that if there is to be an adjustment in wages or hours as to the latter group, the same must apply to all. In support of this contention reference is made to certain expressions in the preamble of the statute. I was also referred to the discussion in Parliament when the Bill was under consideration.

In my opinion, the language of subsection 3 of Section 5 is clear and mandatory. The arbitrator is to decide any particular matter "within the limits of the proposals that he determines were made by the railway companies and the unions in respect of that matter" at the time pointed out by the statute. Accordingly, even if there can be said to be any ambiguity in the preamble, which I do not suggest, the operative provisions must govern.

So far as the employees other than the hotel and water transport employees are concerned, the reason that the forty-hour week became statutory is due to the fact that it was a common term of the proposals on each side, the only difference being as to its effective date. With respect to the hotel and water transport employees, however, the railways' proposal was on the basis of continuation of the existing forty-eight-hour week and they were proposing a one year contract. Accordingly, in their case the area in dispute so far as the standard work week and contract period are concerned, lies between forty-eight hours and forty hours, and between one year and two years. With respect to rates per hour, the railways offered two cents, while the unions proposed the same alternative increases as they designed to apply to the other employees. The statute, by Section 3, has expressly given an increase of four cents to all employees including hotel and water transport employees, so that so far as wage rates are concerned, the area in dispute with respect to these employees is the same as in the case of the other employees. I propose to deal with the questions affecting the hotel and water transport staffs after I have dealt with those relating to the other employees here in question.

With respect to hourly rates, the request of the employees in June 1949 for seven cents and ten cents was, as put in their written submission in these proceedings

> calculated simply to maintain the living standards established in 1948 and the cost of living-wage relationship which then existed.

It is pointed out by the employees that the cost-of-living index has continued to rise substantially since June 1949, so that a larger amount would have been then warranted if the subsequent course of events could have been envisaged. Accordingly, it is urged that the only way recoupment can now be attained is by increasing the hourly rate by the full seven cents asked for, and by a direction that the increase be made retroactive.

The case for the employees is exclusively rested upon this maintenance of living standard basis. Although it is "buttressed", as their submissions state, by comparisons with rates in outside industry, the employees' case remains "based on cost-of-living increase." From this point of view, taken by itself, the relevant facts are as follows:—

The cost-of-living index, on the 1935 to 1939 base equalling 100, stood at 169·8 on September 1, 1950. This represents a rise of 67·3 per cent above the annual average index of 101·5 for the year 1939. In the last-mentioned year, the average hourly earnings of non-operating railway employees, the group here in question, were 57·6 cents. Merely to have kept pace with the increase in the cost of living, a rate of 96·4 cents would have been required. Actually, immediately prior to the passing of the statute, the rate was 101·9 cents, and by virtue of the four-cent increase awarded by Section 3 of the statute, the rate is now 105·9 cents.

The last increase prior to that of 1950 was effected by an agreement of July 16, 1948, made retroactive to March 1, 1948, which increased all railway wages by seventeen cents per hour. As there has been no wage rate change since that time until that effected by the statute of 1950, both parties accept 101·9 cents, the rate of average hourly earnings in 1949, as the rate established by the agreement of 1948, and as the rate which prevailed until the passing of the statute.

On behalf of the employees it is contended that the above increase of seventeen cents established a standard of living which should be maintained. They say this increase was granted by the railways and accepted by the employees, however unwillingly it may have been done on either side, and that there should be no attempt to go behind the relationship thus established for the determination of the propriety of their present claim.

The railways, on the other hand, strongly contend that such a stand is unsound. The railways say that the situation brought about in 1948 was the result of the threat of a strike and is therefore not to be regarded as a recognition on their part of a proper cost of living-wage rate relationship. They contend that a proper rate should only be arrived at on the basis of

the rise in the index from some period of relative stability, and they suggest either 1939 or the period under price and wage control which ended in 1946.

For the purposes of this arbitration, I am prepared to accept the contention of the employees for the reason that I do not think I can re-try the merits of any dispute which may have existed in 1948, or go behind the situation which was then brought into being. But I think that in considering the situation prevailing in June 1949, at the time of the notice to treat, and subsequently, the proper starting point is the situation existing in June 1948 rather than March. The settlement was in fact made in July, and I think it must be taken that it was designed to take care of the situation then existing in so far as that was disclosed by the information then available. The cost-of-living index figure as of June 1, 1948, namely, 154·3, had then been published.

Acceptance of a contrary view is, I think, excluded by the facts. The employees have filed an exhibit which shows that, on the basis there given, namely, that a rise of one point in the cost-of-living index calls for an increase of forty cents per week, the new rate set in July had already fallen behind the increase in the index since March by $2.44 per week or five cents per hour.

I do not think it reasonable to assume that the parties dealt on any such basis, but rather on the basis of the existing situation as it was then known. The dating back to March 1, 1948, may well have been to compensate, to that extent, for some such factor as the time occupied in reaching agreement, or it may be for other reasons.

It may be well to point out here that the basis of forty cents per week used in the employees' exhibit above referred to, is purely arbitrary, as the amount required to keep any given wage rate on a parity with increases in the index is a mathematical problem. The amount required, based on the wage rate of 101·9 cents existing in June 1948, is ·66 cents per hour or 31·68 cents per week for each point rise in the index. This, however, does not affect the point under discussion.

At June 1, 1949, the index stood at 160·5, a rise of 6·2 points from June 1948, which called on the former date, for an increase in the wage rate of four cents per hour. An increase of seven cents would not have been called for until approximately June 1950, when the index had reached 165·4. There are other factors which call for consideration.

That that is so is pointed out by the fact that on August 10, 1950, the railways offered and the employees rejected an increase in hourly rates of eight and one-half cents because of the request for the early establishment of the five-day, forty-hour week, now made statutory.

When the new work week comes into effect, the hourly wage rates of the employees will be increased by 20 per cent, i.e. by 20·38 cents in the case of the average rate of 101·9, to which is to be added the statutory increase of four cents, making a total of 126·3 cents.

For the bulk of the employees, the change to the forty-hour week will not in itself result in any increase in *weekly* earnings, but rather in a slight decrease, although for some 20,000 back-shop workers there will be an actual cash increase of $4.80 per week. The decrease above referred to arises from the manner in which both the railways and the employees agree the hourly rate consequent upon the reduction in the standard work week is to be calculated. It is agreed that the 20 per cent increase to maintain earnings is to be applied to the rate, 101·9 cents, in force immediately before the statutory increase of four cents went into effect, thus increasing that figure by 20·38 cents, to which the four cents is then to be added. The new rate, therefore, becomes 126·3 cents. The present rate is 105·9 cents. If it were increased by 20 per cent, the new rate would be 127·1 cents. The difference between the two on a weekly basis is 32 cents, the decrease in question.

On the other hand, the present hourly rate for the back-shop worker is 126 cents, the same rate as prevails in the case of the running shops. The latter, however, work the full forty-eight hours, earning $61.49 as a consequence, while the former have for many years worked only forty-four hours for a weekly wage of $56.36. When the conversion to the new standard work week occurs for both employees, it will be necessary that both classes working the same number of hours should receive the same weekly wage. The new weekly wage in the case of the running shop worker, calculated as explained above, will be $61.16, to which level it will be necessary to bring the back-shop worker, by increasing his weekly wage by $4.80. The shortening in hours worked of all employees, on the basis of average hours worked in 1949, namely, 47·1, the latest figure available, will amount to 7·1 hours per week. Actually, it is eight hours for the bulk of the employees, but four in the case of the back-shop workers and part of the clerical staff.

To show that they have not done as well as others in the matter of wage rates, the employees refer to a table of "Index Numbers of Wage Rates in Canada by Industry, 1941-1948" to be found at pages 1208-1209 of the LABOUR GAZETTE for October 1949. The index base is the figure 100 established in 1939. The employees seek to compare the index number for steam railway wage rates in 1948, namely, 170·2, with the general average for all industry, namely, 195·8, and they contend that

> these figures show glaringly that railway workers have not done as well as many others.

The table above referred to, however, cannot be used for the purpose for which it is sought to be used. This table merely shows the percentages of increase in particular industries and in the average for all industry since the year 1939, but unless the relation existing between wage rates in 1939 is known, it is quite impossible to use the table to establish that a greater percentage increase since then in one industry than in another establishes a state of deficiency in the latter. In other words, an industry already paying a high rate in 1939 might well not show as great an increase by 1948 as an industry in which the rate paid in 1939 was low.

It might also be pointed out that if one may disregard the fact that the average rate figures of the railway employees which have been used in this arbitration include overtime as well as straight time, a fact which should not affect the result too greatly, the index now prevailing in the case of the non-operating railway workers would be 184. Taking into consideration the effect of the forty-hour week, it becomes 219. In the meantime, no doubt, the overall index will itself have increased beyond 195·8. The whole of this discussion is, however, not helpful. Resort to the table for such a purpose as the above merely produces a misleading impression.

However, the position of the railway employee in comparison with comparable employment in outside industry, on a proper basis of comparison, is useful, and it will be convenient at this point to examine that situation. In so doing it is necessary to have resort to average figures, and I should say a word in that respect.

During the course of the hearings, when discussion was proceeding on the basis of the average wage rate of the railway employees here in question, I asked to be furnished with information as to the scale of wages actually being paid, as an average figure, of necessity, indicates that numbers of employees are receiving less and others more than the average, and I wished to have before me the actual rates. That information was supplied and is embodied in Schedules I and II hereof.

In subsequent submissions in writing filed by the employees, it is said that.

> Our basic objection to this is that a dispute of this sort, involving a large request based on increased living costs, cannot be the subject of a solution by averages. First, of course, in order to establish the railway average wage, 105·9 cents now and 126·3 cents when the five-day week becomes effective, there have to be many rates higher and many lower than the average. There are now many thousands getting from eighty-five to ninety-five cents per hour. It is no help to them and their families to say that the average railway wage is 105·9 cents and that some are getting higher. And there has already been discussion of the impracticability of increasing some rates of pay and not others, not only because of the equal impact on all wages of the cost-of-living increase, but because long established differentials would be disturbed. These differentials are not just haphazard. Behind them are years of experience and adjustments, decisions of several conciliation boards and wage decisions of the War Labour Board. They represent a sort of scientific wage rate relationship based on many factors —job content, degree of responsibility, hazards, etc.

Had either of the contending parties adduced any evidence enabling me to say that the wage rate in the case of any particular classification of railway employee was insufficient, from the standpoint of maintaining a reasonably proper standard of living, or in comparison with current rates in outside industry, or for any other reason, I should have been quite prepared to deal with it and to make any adjustment such evidence called for. The employees' case, however, has not been put that way. What is asked for is the same increase in cents per hour for all classifications of railway employees. There is no basis upon which such a case can be dealt with that I know of, or which has been suggested, apart from the use of average figures. Indeed, both sides have had resort to them. The very exhibit to which I have already referred, which was filed on behalf of the employees for the purpose of showing the extent to which the railway wage rate had lagged behind the cost-of-living index, uses for that purpose the average rate of 101·9 cents of railway

employees in June 1948. Similarly, the table from the LABOUR GAZETTE, discussed above, also adduced in evidence by the employees, uses average figures and nothing else.

To employ the average rate to ascertain to what extent wages have kept pace with the rise or fall in the cost-of-living index, is in fact to do in one operation the same thing as would be required if the wage rate for each classification of employee were considered separately. The real incongruity comes in if the increase in cents per hour, indicated by the use of the average figure, is applied to the wage rate of each classification without discrimination. It is clear that in the case of a rate, say, of 75 cents per hour, a smaller absolute increase is required to keep it in line with any given upward rise in the index, than in the case of a rate of $1 per hour. Accordingly, to apply the same cents per hour increase to both, as the employees themselves ask, is to favour the lower paid employees at the expense of the higher paid classifications.

The only information which I have been given as to rates of particular classifications of railway employees in comparison with rates prevailing in outside industry for similar occupations, was submitted by the railway companies. This is set out in full in Schedules V and VI, to which I shall have occasion to refer more particularly a little later.

In making a comparison between railway wage rates and rates paid in outside industry, there are certain facts which should be kept in mind. The railway wage structure has been developed by collective bargaining over a long period, and recognized relationships or differentials of the character referred to by the employees above have been established between the various occupations.

For the railways it is accordingly contended that any comparison of railway rates with outside rates, to be fair, must proceed on the basis of a comparison between groups of rates rather than merely as between particular rates for individual occupations, as it may be that conditions in outside industry have caused particular rates to be established on a higher level than in railway service. A second consideration is that for a majority of occupations within the railway, rates of pay are uniform across the country, and where differences exist as between different areas, these differences are between eastern and western Canada rather than between the larger and the smaller localities. The railways point out that in outside industry there are marked regional differentials distinct from differences to be found between rates prevailing in large centres and those in smaller centres in the same territory. Therefore, a comparison between particular rates in outside industry in the highest paying locality and rates prevailing in the railway is not to be made if the present structure of railway wage rates is to persist.

The railways also say that there is a third factor concerning the mechanical trades in which, in a number of instances, the work performed is closely comparable to that performed in outside industry. Under the existing railway wage structure for such trades, the railways and the employees, by mutual agreement, have established a uniform rate for the fully-qualified craftsman rather than rates for each trade. It is also said that the railway wage structure makes less provision for grading craftsmen in different trades than is the practice in outside industry, and while the railway mechanic is paid on the basis that he is fully qualified in his trade, he may not be fully employed up to his qualifications and may in fact spend a considerable portion of his time on work that in outside industry would be assigned to a lower grade mechanic. It is said that this has been particularly the case with men upgraded from helpers' positions as a result of shortages of trained mechanics.

All of this merely emphasizes the obvious fact that in comparing railway wage rates with wage rates outside, the comparison should be with those sections of industry in which the nature and variety of employment, the proportions of male and female employees, and the territorial distribution are really comparable. The railway employees here in question are located all across the country in areas where industry is concentrated and where wages generally are high, as well as in less concentrated or agricultural areas where rates are lower, and railway occupations cover a wide range from that of the skilled craftsman to the unskilled labourer, and from the dispatcher to the office boy, the wage structure having been built up by agreement to give effect rather to differences in responsibility and job content than primarily to geographical distribution.

The employees seek to compare the railway wage rate with rates paid in a number of particular industries, namely,

Petroleum and its products
Automobiles and parts
Heavy electrical equipment
Coal mining
Pulp and paper mills
Metal mining
Primary iron and steel
Non-ferrous metal smelting and refining
Agricultural implements

and refer to the fact that the table appearing on page 8 of "Man-Hours and Hourly Earnings" as of August 1, 1950, published by the Dominion Bureau of Statistics, shows twenty-three individual industries, including those mentioned above, paying more than 105·9 cents, the rate presently being paid by the railways. These references are all to "average" figures.

In the first place, this comparison does not take into consideration the effect on railway rates of the forty-hour week already discussed, which, of course, is not yet in effect.

Further, the employees do not state why any of these industries afford a proper comparison with non-operating railway employees, and I do not think it can fairly be said that any one particular operation such as is presented by each of the above references furnishes an adequate comparison when placed beside the railway industry. Left to myself, I do not think that the nature of the work or the conditions involved in the mining of coal, for instance, are comparable to the case I have to consider.

Again, petroleum and its products, apart from other considerations, is not comparable as it is highly localized and does not present the same diversity of occupation as that existing among the non-operating railway employees. As to automobiles and parts, I do not think this industry furnishes an adequate comparison, if for no other reason than that at the present time at least, and for some time past, the industry, by reason of the almost insatiable demand for its product, has been able to pay high wages and pass on increases to the consumer, at the same time maintaining what would appear to be a comparatively high level of profit. Further, the automobile industry has a history not only of high wages but of seasonal lay-offs due to changes in models. There are some seasonal lay-offs in the case of the employees in question here, namely, at ports where navigation ceases in the winter months, and in the western provinces after the movement of the grain is finished, but, by and large, railway employment offers the security afforded by continuity of employment.

Without going through the list in detail, a fair comparison on the basis of the factors already mentioned, is, in my opinion, furnished as nearly as may be, by the group of industries falling under the head of "durable goods manufacturing." That section of industry employs probably a higher proportion of skilled workers than is the case with manufacturing generally, and the proportion of female employees is said, on the material before me, to be about the same as in the case of non-operating railway employees. Generally speaking, women in industry earn less than men, and the proportion of female employees is accordingly an important item in any proper comparison. In 1948 the durable goods industry was used as a basis of comparison for similar purposes in the United States by a presidential board which had to consider problems akin to those arising here.

Of the nine industries particularly mentioned by the employees, all but three, namely, petroleum and its products, coal mining, and pulp and paper mills, are included in the durable goods industry, and of the twenty-three referred to, all but five additional, namely, meat products, rubber products, distilled malt liquor, local transportation and building construction, are also included in durable goods, if I have correctly identified them in the table referred to. The exceptions do not appear to me to be relevant.

The railways point out that the employees here in question do not include its more highly paid employees, namely, the operating employees, and it is said therefore that any comparison is *pro tanto* unfavourable to them if only part of the railway industry is taken into consideration. This is no doubt true, and the circumstance mentioned might well render a comparison which did not take it into account valueless for some purposes. But for use for a purpose such as is here in question, I think the fact which is pointed out does not sufficiently affect the situation as to render inapplicable the proposed comparison.

According to the Bureau of Statistics, the average hourly earnings for 1948 in durable goods were 98·4 cents, while that of the employees here in question were 98·3 cents. This latter figure is due to the existence in January and February of that year of the lower wage rate in operation prior to the increase of 17 cents which came into effect on March 1. As I have already said, hourly earnings after this increase were 101·9 cents. The average hours worked in the durable goods industry in 1948 were 42·3 per week and the average weekly wage $41.62, while in the case of the employees here in question, the average hours worked were 47·7 per week and the average weekly wage $40.68, using the average rate of 85·3 cents per hour in force in 1947 before the increase in rates of 1948. On the basis of 101·9 cents, the rate in effect after the increase, weekly earnings were $48.60. In June 1949, when the employees' notice was given, average hourly

earnings in the case of durable goods had advanced to 106·5 cents, which was also the average for the year.

The latest figure is that for August 1, 1950, when the durable goods rate had advanced to 112·5 cents. The average hours worked in the durable goods industry in August 1950 were 42·7, with weekly earnings of $48.03, as against average hours worked in the case of the railway employees at that time of 47·1 (taking the 1949 average) and average weekly earnings of $47.99.

Both sides have presented their submissions as to what can reasonably be forecast as to the wage rate which will prevail in the durable goods industry in 1951.

The railways point out that the strong upward movement in hourly earnings in durable goods started about June 1946, and that in the fifty months to August 1950, average hourly earnings increased by 37·4 cents or an average of ·75 cents per month. If this rate of advance be projected to June 1951, it shows a figure of 120·0 cents on that date. The railways contend that the period they have chosen as a base for their calculations includes the whole period of post-war inflation since the lifting of controls.

Alternatively they take as a base the first six months of 1950. In that period, average hourly earnings in durable goods rose by 3·0 cents, an average of ·50 cents per month. Projecting this rise to June 1951 gives the figure of 117·5 cents per hour.

The employees criticize both these bases. They contend that the period from June 1946 to August 1950 includes not only the rapid post-war inflation period from April 1946 to September 1948, but also the period described as a period of comparative stability from September 1948 to February 1950. They take the twenty-nine months from April 1946 to September 1948 as the basis of their projection, the average increase being ·89 cents a month. The resulting figure on June 1, 1951, is 121·4 cents.

The employees contend that the base they have used is a much more realistic one than either employed by the railways for the reason that it would appear that a period of rapid rise in the cost-of-living index is in prospect, when one considers the advance in the months February to October 1950 in comparison with that of the first seven months following April 1946, and also because of the trend toward the forty-hour week which the employees say is evident in outside industry and which will push up average earnings.

I should point out that both parties made their projections to September 1, 1951, that being the date the railways were contending should be fixed as the effective date for the institution of the forty-hour week. As I have determined that the date should be June 1, 1951, I have adjusted the respective contentions to that date. My reasons for selecting this date will appear subsequently.

The employees also point out that the rate of 126·3 cents which will come into operation in 1951 for the railway worker as a result of the forty-hour week will continue for the duration of the contract here in question, namely, to September 1, 1952, and thereafter while negotiations for a new contract may be going on, during all of which time they estimate that the rate in durable goods manufacturing will continue to rise, and they project figures for durable goods considerably in excess of 126·3 cents.

Both sides admit that projection into the future on any basis is risky, and as to that there can be no doubt. However, for what they are worth, these estimates of the contending parties as to the comparative situation next June show the durable goods worker in receipt of a weekly wage varying from $49.72 to $51.59, depending upon whether one uses an hourly rate of 117·0 or 121·4 cents. On the other hand, the position of the railway worker as of next June, based upon his present earnings, will be $50.52 for a standard work week of forty hours, the hourly rate being 126·3 cents. On the above basis, therefore, weekly earnings will be much the same, but the railway employee will be working approximately two and one-half hours less per week than his fellow workman in durable goods. In 1948 the average hours worked in durable goods industry were 42·3, in 1949 the figure was 42·5, while in 1950 to August it had become 42·6. In the above computation I have taken the average figure for 1949. According to the annual survey of the Department of Labour, the average normal work week in the durable goods industry in the years 1947 to 1949 inclusive was 45·0 hours, 44·9 hours and 44·2 hours respectively.

It should be kept in mind, of course, that the railway worker now works forty-eight hours for the weekly return shown above. The reduction in hours next June from forty-eight to forty will, however, improve his position very materially and the question arises as to the light, from an economic standpoint, in which this improvement is to be regarded.

In their submissions as to the relation between the cost-of-living index and wage rates, the employees seek to keep separate and distinct the additional three cents per

hour for which they now ask, and the increase in hourly rates occasioned by the institution of the shortened work week with maintenance of present earnings. Their position is that the two are separate and distinct issues, the one being asked for on the basis of increased cost of living, and the other "to conform with changing industrial and social standards relating thereto."

If it could be shown that the pattern exhibited by industry in the country generally was such that the continuation by the railways of a standard other than the forty-hour week was so anachronistic that it should be ignored, the employees would doubtless have made their point. I cannot so find, however, and I shall have occasion to discuss that subject later.

From the standpoint of the railways, the reduction in hours from forty-eight to forty, quite apart from the statutory increase of four cents, will result in payment of 20·38 cents per hour more for each hour of labour performed in the new work week. The increase of 20·38 cents will not, however, *cost* the railways any more money except to the extent that *necessary* labour, formerly done in the forty-eight-hour week, remains undone at the end of the new week of forty hours. This will have to be paid for at the higher rate, and the railway cost may also be increased as the result of the increased rate for overtime. *Prima facie* the railways will have the cost of eight hours of labour at the standard rate to pay for, or 7·1 hours on the basis of the average hours worked in 1949. As to what will be the actual result, the parties are sharply divided. Exclusive of hotel and water transport employees, the railways estimate the annual cost of the forty-hour week at $80,917,900 on the basis of an increase to the full extent of 20 per cent.

The employees contend that this estimate is purely hypothetical and will prove quite exaggerated. They say that

> labour has claimed that with the workers' increased productivity, adoption of new methods of operation, and use of new equipment (such as the diesel engine), the cost of the five-day week will be eliminated entirely within a few years.

They point to a substantial drop in the number of employees in the case of the United States roads in the first seven months of operation in 1949-1950 on the basis of forty hours instead of forty-eight, and they say that, as reported by the American railways themselves, earnings have gone up while operating costs have gone down. It is said that the best information obtainable indicates a figure in the United States of 8½ per cent to 10 per cent instead of the 20 per cent estimate that had previously been made. Published figures, to which the employees refer, show substantial net revenue increases in 1950 over 1949 in the case of American Class I roads. It is contended that such a result indicates that there has been considerable adjustment on the part of the railways to the necessities of the situation and that ways and means have been found of obviating a great deal of estimated expense. The employees therefore say it is reasonable that the same will prove to be the experience of Canadian railways.

The railways contend, however, that it is too soon to draw any conclusion from the United States experience owing to strikes there in 1949, and the curtailment of railway service wherever possible, postponement of inevitable maintenance work and drastic reduction in staffs. It is said that the American railways have been unable to perceive any evidence of increased productivity, except possibly in office work. The railways regard as significant the fact that the New York Central Railroad has recently placed its car shops on a fifty-three-hour week, of which thirteen hours will have to be paid at overtime rates, as well as the further fact that in September 1950 the number of maintenance of way employees increased by 14·26 per cent over the previous year, and maintenance of equipment employees by 16·35 per cent.

The railways also point out that increased mechanization involves increased capital outlay, and that while new equipment may at first require little in the way of maintenance, the day comes when that is no longer true.

With respect to the employees' contention that ingenuity and ability will overcome all that is involved, the railways say that

> we are being asked to accept real expenses on the basis of hypothetical savings that we may be able to make, and that we are also being expected to pledge those savings to wage increases and not to benefits to the shipping public.

Each of the two major railways has had some actual experience of the operation of the forty-hour week on self-contained units either owned or controlled by them, in the United States; the Canadian Pacific with the Minneapolis, St. Paul and Sault Ste. Marie Railroad, of which it is the majority shareholder, and the Canadian National with the Grand Trunk Western Railroad. In the period May to August, 1950 (a period when it is said the immediate reorganization consequent on the introduction of the forty-hour week had been

completed and when expenses incurred due to weather conditions would have less effect on the value of the experience as a comparison with what might be expected in Canada), total disbursements of the "Soo Line" for labour were 8·4 per cent higher than in the corresponding period of 1949. At the same time there was a substantial increase in both net and gross ton miles, accompanied by substantial decreases in man-hours. The "Soo Line" shows also an absolute decrease in both straight time and overtime worked.

The Grand Trunk shows an increase in total disbursements for labour of 9·5 per cent, and a reduction in straight time but an increase in overtime hours of 16·9 per cent, and in overtime compensation of 39·2 per cent. Reports of both roads indicate very substantial economies in operation have been effected.

Whether these two American units are strictly analogous to Canadian railways may well be doubted. They are relatively short lines running through areas with probably denser populations than is the case with the Canadian roads, and they do not have a similar problem to that presented by the area north of Lake Superior. Other distinguishing factors may also exist, as the railways point out in their submissions.

However, I think it may be taken that these examples do, at the present time at least, put considerable substance in the criticism made by the employees of the railways' estimate of cost, whatever the future may prove to be the fact. The employees contend that the examples given bear out the larger experience of the American Class I roads and justify an expectation that the Canadian experience will not greatly differ. Such a result may come about, but whether one takes the experience of the United States Class I roads or that of the two instances in which the Canadian railways have had experience, there is still involved, at present at least, a substantial item of cost to the railways consequent upon the institution of the forty-hour week, even though twenty per cent would appear to be an excessive estimate.

In any event, from the standpoint of the employee, I think it may very well be said that the reduction of the full eight hours is not a matter to be taken into the scales when considering the value of that which he will receive by virtue of the change in the standard work week. In my opinion, the trend toward a reduction in hours of labour generally, which has undoubtedly been taking place, must be taken into consideration, and while that trend has not reached the point of establishing the forty-hour week as the predominant standard, nevertheless, there has been considerable departure from that of forty-eight hours.

The annual surveys of the Department of Labour already referred to, show that in October 1947, 52 per cent of all plant workers in the manufacturing industries of Canada were on a normal work week of forty-five hours or less, while by October 1949, the figure had increased to 63 per cent. In the same period, the number on forty-eight hours had decreased from 30 per cent to 20 per cent. It should also be pointed out that out of a total of 576,477 employees covered by the 1947 survey, only 108,587 or 19 per cent were working on a five-day week of forty hours or less. There were numbers of other employees working on a five-day week but working over forty hours and up to as many as sixty hours. In 1949 the employees on a five-day, forty-hour week or less numbered 178,308 out of a total of 720,249, or 25 per cent.

The result would appear to be that, just as the full twenty per cent should not be taken as the extent to which railway costs will be increased by the reduction in the standard work week, that reduction, from the standpoint of the employee, should be discounted to the extent of the lag, on the part of the railways, behind the social trend toward shorter hours. But after such discount, and allowing for such a matter as increased productivity, there is left, in my opinion, a residue upon which, from the standpoint of the worker, some value should be placed. It is obvious that such value is not capable of reduction to exact mathematical terms.

If a person be given a day in each week to do with as he please, he may use it to increase his earnings by other employment; he may use it for the purpose of performing work for which he would otherwise have to pay someone else; he may employ it in whole or in part to better himself by further training or education; or he may simply accept it for the purpose of leisure. In any of these events, it is "worth" something to him.

The employees here in question have, I think, themselves recognized the principle when, in August last, they refused an increase of 8·5 cents per hour based on continuance of the forty-eight-hour week in favour of a forty-hour week (with maintenance of earnings) plus an increase of seven cents. The difference is only 1·5 cents per hour, but its existence in fact establishes the existence of an economic value to the employee of shorter hours, even although a lower standard of pecuniary return be thereby involved.

In December 1948, the presidential Board to which I have already referred, directed an increase in the existing hourly rates retroactive to October 1, 1948, and institution of a forty-hour week with maintenance of pay to become effective on September 1, 1948.

The employees there concerned, as here, contended that their requests presented two distinct issues which should be kept separate. The Board, however, rejected this contention, even although it was of opinion that the institution of the forty-hour week was overdue in the United States, and that the railroads stood out "as a striking exception" from the "prevailing practice in American industry". As I have already pointed out, this has not been established to be the situation in Canada.

In the course of its reasons, the Board said:—

> Contrary to the contentions of the Organizations, it is not possible to keep the question of a wage increase at this time separate and apart from the increases in hourly rates that will be necessary to maintain 48-hour earnings while working hours are reduced to 40. While the longer work week is an inequitable working condition, reducing it and maintaining present earnings require (an) increased hourly rate; and such increases, in terms of payroll costs, are not different from any other wage increases. These increases cannot be ignored in considering a straight wage increase, although they may amount to less in terms of earnings than the actual percentage rise in the hourly rates.

After pointing out that the employees regarded the forty-hour week as a "must", the Board continued,

> We are persuaded that this is true, but if true, the employees can hardly regard the other requests they have made as equally important. They must be willing to postpone some of the other things they want for the thing that is most important. Certainly they cannot expect as large a wage increase at this time as they might be entitled to if they were not insisting on a 40-hour week.

While this may not express what I consider to be the underlying considerations in the way I have endeavoured to express them, I think the basic reasoning is essentially the same. I should, in any event, have reached my conclusion apart from this decision.

It has been argued on behalf of the railways that whatever provision I should see fit to make within the limits of the proposals, by way of increase beyond the statutory four cents, if I should come to the conclusion that any further increase is called for, the statute excludes any provision by way of a cost-of-living bonus to come into effect in the future. Section 5 (2) which is relied on as the basis for this argument, provides that any increase in rates must be retroactive at least to September 1, 1950. To provide, for instance, that for each point rise in the cost-of-living index subsequent to September 1, 1950, wage rates should be increased by ·66 cents retroactive to the date mentioned would be contradictory of the very essence of such a bonus which is only called into operation at a future time if a situation calling for it develops. On the other hand, if a bonus produces an increase in rates, as it unquestionably does, it must, according to the statute, be dated back and applied to a period during which it was not required. It has also been argued on behalf of the railways that there can be but one "limit" within the meaning of the statute, to the proposals made on each side, and that on the employees' side the limit is the offer of seven cents as of June 1, 1950, as far as rates per hour are concerned. In my opinion, these points are well taken, and the statute must be so construed.

In my opinion, just as the employees have failed to appreciate the economic gain represented by the reduction in the work week, the railways have ignored in their submissions the disadvantageous position of the employees in the period September 1, 1950 to June 1, 1951, with relation to the rise in the cost-of-living index and in comparison with the situation in the durable goods industry, a situation which in both aspects would appear likely to become accentuated as the period progresses. It is the existence of this situation which has prompted me to fix June 1, 1951, the earliest date open to me, as the date for the coming into operation of the forty-hour week. The existence of the situation just referred to has also a bearing on the question as to the extent, if any, to which I should direct either the statutory four cents or any increase thereof, to be retroactive.

The question also arises as to whether there are any considerations relevant to the earlier period between September 1, 1950, and June 16, 1949, when the employees' notice to treat was given, which call for a compensatory provision. The question may be stated in the way of an inquiry as to whether there are any equities in the situation prevailing in the earlier period which, taking into account the normal

processes under the Industrial Relations and Disputes Investigation Act, call for such a direction.

Again, there are a number of factors to be considered. In the first place, the employees' request was not limited merely to an increase of seven cents in hourly rates. It included the five-day, forty-hour week, and both were required to be applied to all employees, including hotel and water transport staffs. The employees made it plain that these terms could only be accepted or rejected as a whole. The answer to the question, therefore, must depend upon whether it was reasonable in all the circumstances for the employees on the one hand to insist on acceptance in toto, and on the other, for the railways to have rejected, without themselves putting into effect an adjustment in wages or hours, regardless of whether or not there would thereby have been left outstanding a residue of the employees' requests.

That the employees did insist on their full claims being accepted or rejected in toto is not a matter in dispute, and it is best shown by the rejection on August 10, 1950, of the railway offer of an increase in hourly rates of eight and one-half cents on the basis of a continuance of the forty-eight-hour standard work week to which I have already referred, as well as by the rejection of the alternative offer of a reduction in the work week from forty-eight to forty-four hours with an increase in hourly rates of 9·2 cents. This latter would have maintained the average weekly earnings under the forty-eight-hour week. The offer of eight and one-half cents would have been a straight increase in weekly earnings.

As already pointed out, the employees' request for an increase of seven cents in June 1949, taken by itself, was not at that time justified on the ground upon which it is put, namely, to preserve the living standard established the year before, and it did not become justified on that basis until a year later.

Further, I do not think it can properly be said that the trend toward a five-day, forty-hour week in Canada had become such that the failure on the part of the railways to accept it was of itself so unreasonable as to call now for a provision of the nature under discussion. I have already discussed the evidence as to that situation.

Also, for reasons which I shall discuss in detail when considering the situation with respect to hotel and water transport employees, I do not think their inclusion in the common settlement, as insisted upon by the employees, was one which ought to have been accepted.

The principle under discussion works both ways, of course, and the question arises as to whether it would not have been proper for the railways, knowing of the existing and increasing impact of the rise in cost of living upon the wage standard set in 1948, to have put into effect on their own initiative some increase in wage rates, without waiting for a complete settlement. I am perfectly well aware that such a course may not be an accepted mode of bargaining in circumstances such as are here in question, but I think that just as the making of excessive claims ought not to be encouraged, the withholding of the granting of that which is proper should equally be discouraged, even though other questions may be left outstanding. There are, however, some relevant facts, not as yet mentioned, which have to be considered.

In 1926, railway revenue per ton mile was 1·04 cents, and in 1949 1·26 cents, the rise being 21·2 per cent. Prior to 1949 and with the exception of 1948, when the figure was 1·18 cents, the 1926 figure was never exceeded after 1930. In the period 1926 to 1949 the wholesale price index rose from 100 to 157, or 57 per cent. During the same period, average hourly earnings of all railway employees as a group increased from 56·8 cents to 111·8 cents, or 96·8 per cent. In 1926 the operating payroll took 45·7 cents of each revenue dollar as against 52·9 cents in 1949. In 1926 net operating revenue of the two major railways was 77·5 millions as against 24·2 millions in 1949. The rate of return on gross investment in 1926 was 2·8 per cent and in 1949 it had fallen to ·72 per cent. In 1948 it was ·73 per cent, in 1947 1·37 per cent, and in 1946 1·78 per cent.

In the first nine months of 1950 a change took place and the Canadian National had a net operating income of $15,772,344 as against a deficit of $7,358,642 in the same period of 1949. The Canadian Pacific also increased its net operating income from $8,503,245 in the same months of 1949 to $20,611,024 in the corresponding months of 1950, a total improvement for both roads of $35,238,765. The higher revenue months of the year, due to lower maintenance work and revenue from the carrying of grain, are the later months, and it is estimated that the net for the full calendar year will be some $74,200,000, made up of $37,000,000 for the Canadian Pacific and $37,200,000 for the Canadian National.

From the standpoint of the fixing of freight rates, the railways estimate the result for 1950, on the basis of what is required by the Board of Transport Commissioners, as follows:—

Estimated net operating income of the Canadian Pacific	$37,000,000
Add charges not allowed for rate-making purposes	6,500,000
	43,500,000
Requirement fixed by Commissioners as a minimum of railway needs	46,000,000
	2,500,000
Allowance for income tax	1,500,000
Total revenue deficiency	$ 4,000,000

When the employees presented their claims to the railways in June 1949, the net earnings from railway operations of the two main systems for the year 1948 had been $23,500,000, a figure which fell short of meeting fixed charges by some $38,000,000 without allowing any provision for improvements or betterments.

In October 1946 the railways had made application to the Board of Transport Commissioners for an increase in freight rates, an increase of ten cents in hourly rates to all employees having become effective on June 1st of that year. This application was strongly contested and it was not until March 30, 1948, that an increase of 17 per cent was authorized, effective April 8, 1948. This was estimated to produce additional revenue of $70,000,000 per annum which it is said was considerably less than the increase in annual operating costs. This was again followed in July by a seventeen cent increase in wages, made retroactive to March 1st.

The railway thereupon made a new application for increased freight rates, and on September 20, 1949, an interim increase of 8 per cent was authorized, effective October 11 following. This was estimated to produce $26,000,000 per annum. In the meantime, costs of materials had again increased. Effective March 23, 1950, a further interim increase of 8 per cent was granted, and on June 16, 1950, this was increased by a further 4 per cent. These increases, however, did not apply to all classes of freight.

It is therefore apparent that at the time of the service of the employees' notice to treat, namely, June 16, 1949, the railways were still in the position of having been afforded no source of revenue to take care of the wage increase which had become effective more than a year before, and that its payment during all that period as well as payment of the ten cent increase during the period June 1, 1946, to April 8, 1949, represented outlays which were completely irrecoverable, as freight rate increases cannot, of course, be retroactive. Payment of the statutory increase for four cents is equally unprovided for.

The employees take the position that whether or not the railways are at any given time able to obtain from the Board of Transport Commissioners authority to increase freight rates, is a matter with which they are not concerned. As put in their submission:—

> It has been alleged that increases in freight rates would be necessary. This we do not know, but we hold to be a matter between the Railways and the Government's regulatory agency, the Board of Transport Commissioners.

The employees say that if they are to be denied warranted wage increases because the railways cannot get necessary revenue, they are in an "economic trap".

One can agree that such a denial would have the effect stated, but this does not establish that no regard can be paid to the fact that payment of the wages of railway employees can come from railway revenue only, the rates upon which they depend being subject to the jurisdiction of the Board of Transport Commissioners. An industry in a position to increase the price of its product without the necessity of considering any outside factor other than the probable effect of the increase on the volume of sales, is in a very different situation from that of a railway subject to the regulative jurisdiction I have mentioned, as well as to competition arising from road, water and air transport. I need not, however, for the purpose of the immediate question under consideration, discuss the matter further than to say that I do not think, in the light of the facts which I have reviewed, it can reasonably be said that the failure of the railways to put into effect an increase in wage rates in the period under discussion was of such a nature as to call for any provision of a compensatory character in respect of that period.

Before expressing the conclusion to which I have come, I think it should be pointed out that some of the evidence put in on behalf of the railways shows that some classifications of railway employees are already in receipt of higher rates than are being paid for similar work in outside industry. Schedules V and VI show the situation to which I refer. In Schedule V there is shown a comparison between certain railway occupations and comparable non-railway employment in the Toronto, Central Ontario and Montreal areas, but the hours worked do not appear. In

Schedule VI, a comparison is made on a monthly basis in the Montreal area, between certain railway clerical help and employees in comparable employment outside the railway.

The employees comment with respect to Schedule V that the examples shown are selective, and that the survey itself was made by a private agency. The question is also raised as to whether or not the rates shown for the non-railway occupations are from organized industry. It is pointed out that the Montreal figures are almost without exception lower than the Toronto figures, and it is said that Montreal is in what is generally considered a low-wage area, while railway wage rates are national in scope, and there are areas where the latter show to considerable disadvantage. It is the fact, however, that the greatest concentration of railway workers is in the Montreal area. Similar objections are raised with respect to Schedule VI and it is pointed out in particular that the latter schedule is confined to the Montreal area. On behalf of the railways the statement is made that with respect to clerical rates, Montreal and Toronto pay approximately equal amounts. Toronto is said to pay more in the case of one or two positions but lower in others, the general effect being as already mentioned.

The objections do not dispose of the evidence afforded by the schedules, and the fact of these higher rates is not denied.

The railways say that the result of past uniform increases in the rates of all classifications of railway employees is in part responsible for the situation disclosed above, and that junior rates in particular have been built up to levels entirely out of line with rates currently established in other industries for that kind of work.

It is also said by the railways that these particular rates have increased from 80 per cent to 100 per cent since 1939 and are now too high to allow a proper spread between relatively unskilled positions and those requiring some knowledge and experience in railway operations. It is said that they have proposed to the employees some modification of these rates, and some modification may come about as a result of discussions with relation to the rules as provided for herein, but the existing fact is as above. It is somewhat incongruous that any increase should be asked for in the case of a cashier already in receipt of $266.89 per month, when the going rate in outside industry is $247.80, and for an elevator operator receiving upwards of $191.89, when the outside rate is $170.

However, the situation thus disclosed is not one with which I have to deal. The existence of such cases merely accentuates the fact to which I have already called attention when discussing the effect of a uniform wage rate increase to all employees based on the existing average rate. To increase a man who is already paid more than he could secure in outside employment is to take from his fellow-employees, whose need is disclosed by the existence of an average rate which is low in comparison with outside industry. It does not increase the expense involved to the railway.

The task involved in coming to a conclusion as to the value which ought to be attributed to the reduction in hours consequent upon the shortened work week is rendered more difficult by the fact that the reduction itself is postponed until next June. This introduces into a calculation, itself incapable of exact measurement, the further uncertainty arising from attempting to estimate the influence of future conditions upon the cost-of-living index.

It would, however, seem from present indications that some continued rise must be contemplated, certainly for the purposes of the problem with which I am faced, even although times are such that existing premises may be invalidated overnight.

The evidence shows that, in a substantial number of establishments in various kinds of industry of recent months, increases in wages have taken place, and if one is entitled to take note of matters of common knowledge, further substantial increases are continuing to come into effect. It is pointed out on behalf of the employees that recent increases in wholesale prices have not yet been reflected in the cost-of-living index which, while increasing from 169·8 on September 1 to 170·7 on October 1, remained stationary at the latter figure on November 1. In the first six months of the current year, the index rose approximately 4·4 points, and by the following month it had risen another 2·3 points. It is also to be remembered that of the term of the contracts here in question, some fifteen months will remain unexpired on June 1 next.

By September 1, 1950, the wage rate-cost-of-living relationship of the railway worker had deteriorated from the 1948 level to such an extent that 10·2 cents per hour was then required to restore that relationship. In other words, the seven cents asked for was already exceeded by 3·2 cents, and this margin, it would appear, will likely continue to be augmented.

Taking into account, therefore, all the factors I have discussed, which enter into the problem of placing a value on the

reduction in hours from the standpoint of the employee, including the necessity of estimating the circumstances which may exist in June next, the present disadvantageous position of the railway employee in relation to the increased cost of living and also with respect to the wage level and hours of labour of the durable goods worker, as well as the probable circumstance that this position will become increasingly disadvantageous, I do not think I would be justified in saying that such value should be set at a figure in excess of that which would permit my awarding the full seven cents which is in controversy. I therefore award that sum. I do not think the award should have any retroactive effect beyond September 1, 1950, however, for the reason that, apart from the considerations I have discussed earlier, I think this award sufficiently takes care, as nearly as one may reasonably say, of any retroactive operation which might otherwise have been proper to give.

In comparison with the projected position of the durable goods worker on June 1 next, the railway employee will be earning $51.72 weekly, at the rate of 129·3 cents for forty hours, while the former will be earning $51 at 120·0 cents per hour, assuming his hours of labour then to be 42·5, a slightly lower figure than obtained on August 1, 1950. The railwayman on this basis will be earning slightly more per week in dollars and cents for 2·5 hours less labour. The respective paths of the two workers have in the past however crossed and re-crossed.

In 1948, before the increase in railway wages of that year, the average weekly earnings in durable goods were $40.93 for a 41·6 hour week, at the rate of 98·4 cents per hour, while the railway employee was earning $40.68 for 47·7 hours of labour, taking as applicable the average rate per hour of 85·3 cents in effect in 1947. As a result of the increase in the year last mentioned, railway earnings increased to $48.60, the hourly rate to 101·9 cents.

By August 1, 1950, weekly earnings in durable goods had risen to $48.03 for a 42·7 hour week, the hourly rate being 112·5 cents, while railway earnings, on the basis of average hours worked weekly in 1949 of 47·1, had decreased slightly. The statutory increase of four cents on September 1, 1950, brought railway earnings up to $49.87 and the hourly rate to 105·9 cents.

While the award of the full seven cents will apparently place the railway worker in a position more advantageous comparatively than has been the case at any of the periods just reviewed, in my opinion, the considerations already discussed call for such an award, and it is to be remembered that, to the extent that past experience may be taken as a guide, the tendency will be for this advantage to be overtaken during the unexpired term of the contracts here in question.

In this award I have not taken into consideration the possibility of earnings being augmented by overtime occasioned directly by the institution of the forty-hour week. Apart from shortage of manpower, which of course may develop, the view of the railways as expressed in the evidence is that overtime "will not normally be the result of applying the 40-hour week."

Hotel and Water Transport Employees

The hotel employees represented in this arbitration are limited to the employees of the hotels of the Canadian National Railways. By reason of an opinion of the Deputy Minister of Justice to the effect that the hotel employees of the Canadian Pacific Railway are not subject to the provisions of the Industrial Relations and Disputes Investigation Act, these latter did not become parties to the negotiations which were in progress on August 21, 1950, as did the employees of the Canadian National Railways. It is only to employees who were parties to such negotiations that the terms of the statute, as provided by Section 8 (*a*), apply. By reason of Section 3, the hotel employees here in question received the four cent per hour increase in common with the other employees of the railway.

These employees contend that the hotels are operated by the Canadian National Railways as a component part of the railway undertaking. It is pointed out that many of the services for the railway proper, such as laundry, baking and purchasing for the dining cars and sleepers, are done by the hotels, while the railway offices in turn perform services for the hotels such as ticket agents acting as hotel booking agents. The employees also point out that in the past, notably in 1946 and 1948 as well as during the depression years, they received not only the same general advances but the same deductions as the other employees of the railway. It is accordingly contended that these facts justify their being now included in any adjustment of wages or hours which may be called for in the case of the other employees of the railway.

In any event, the employees say that the basis of their approach to the railways, as far as proposed wage increase was concerned, was simply an amount to help compensate for increased living costs which have had equal impact on all classes.

whether employed on the lines of railway, in the water transport service, or in the hotels.

On the other hand, the railway contends that there is no basis for including hotel employees in every wage and hours adjustment that may be called for in the case of employees engaged in the operation of the Railway proper. It is said that hotel work is not comparable to that involved in the running of a railway, and the mere fact that a railway company also owns a hotel does not bring about any change in the character of the business conducted or of the work performed with respect to the hotel.

As to the fact that increases or deductions have from time to time in the past been given to hotel employees in common with other employees, it is contended that this does not establish a precedent or lay down a principle calling inflexibly for similar treatment at all times. With respect to this aspect of the matter, the railway says that the increases which were granted following the depression years were called for from the standpoint of all employees as the wages of all had become depressed. It is pointed out that during the war the government adopted the policy of a cost-of-living bonus which applied to all employed persons in Canada. The railway points, however, to the fact that the National War Labour Board in 1944 held that, while a case had been made out for an upward adjustment in the wages of railway workers proper, it was at that time unable to find grounds on which a similar award could be made in favour of hotel employees, the board being of the opinion that those employees formed part of an industry distinct from the railway industry, and that their wages should be related to wage patterns established in such other industry.

The railway also says that the participation of its hotel employees in the general increase granted to all its employees in 1946 was the result of agreement and was justified by the then conditions, but that with regard to the inclusion of the hotel employees in the general increase of seventeen cents in 1948, it was in the circumstances that

> When a settlement was finally being negotiated with the active participation of the Government, practically at the deadline hour for a strike, there was no opportunity to point out the grave difficulties that were being created in hotel operations. Actually, however, the economic power of the railway employees was used to impose a settlement of an increase of 17 cents per hour, or $35.36 per month, not only for railway employees but also for hotel employees. The result of this last increase has been that the rates of the railway hotel employees are entirely out of line with those of the rest of the hotel industry.

During the course of these hearings, I asked the representatives of the employees why an owner of a hotel, who has no connection with any railway and who is already paying wages in line with the highest wages paid by any other hotel of similar standing in the same community, should be asked to increase the wages he is paying, merely because the railway which serves that community has increased its wages. I received no satisfactory answer to that question, and no adequate answer presents itself to me. In my opinion, with respect, the view upon which the ruling of the War Labour Board in 1944 would appear to have proceeded should be adopted here. Apart from such ruling, I should have reached the same conclusion.

The hotel industry, being a separate industry from that of the operation of a railway, mere common ownership cannot, in my opinion, bring about any identity between the two. To accept such a principle would mean that a railway acquiring a coal mine, for example, because it conceives there will be some advantage through its ownership of the mine, would be obliged to increase or decrease the wages of the coal miners with every increase or decrease in the wages of the railway employees proper, or vice versa, notwithstanding that the considerations dictating a particular change in the case of the one were not present in the other. I do not think such a principle can stand examination, and I am therefore unable to accept it.

Further, wage rates in connection with the operation of a railway are, as has already been pointed out, national in scope because of the fact that the railway operates in all areas of the country. That consideration does not apply to the wages paid in a particular hotel or hotels. There seems to be no reason, for instance, why wage rates which would be called for in the case of a hotel operated in such a city as Toronto where the cost of living is high, should automatically apply in another locality where the cost of living may be substantially lower. To fix wage rates of hotel employees with regard to rates prevailing in railway operation rather than with regard to those prevailing in the hotel industry, having regard to all relevant considerations pertaining to the latter, such as the level of wages paid in comparable hotel operations, would or might place the

railway hotel at a distinct disadvantage to the non-railway hotel, or be unfair to the travelling public. However that may be, in my opinion, the employees' contention is not sustainable.

I do not think that the fact that the cost of living has advanced since 1948, affecting hotel employees in common with others is a ground upon which I can proceed, in view of the evidence before me as to the rates which are actually in existence.

The railway has adduced evidence as to the level of wages paid non-railway hotel employees. This evidence shows in the first place that at December 1949, the average hourly earnings of employees in Canadian National hotels were 75·7 cents as compared with 58·7 cents in other hotels and restaurants not railway owned, a difference of some 30 per cent. Since that time, the railway hotel employees have received an increase of four cents per hour, bringing the average rate up to 79·7 cents, while the rate for non-railway hotels and restaurants as at August 1, 1950, was 61·0 cents per hour.

The employees do not deny these figures, but they say that the comparison is not a proper one as it is with rates paid in various classes of hotels throughout the country, whereas the railway hotels are in a class by themselves and in a position to secure much higher rates from the travelling public. Correspondingly, they call for a type of employee of greater ability and more responsibility than in the case of other hotels.

The railway has, however, adduced evidence as to the actual rates paid in each of its hotels and the rates paid in other first-class hotels in the same or comparable communities. The comparison generally indicates much higher wage rates in the railway operated hotels. In one instance, pointed out by the employees, the rate paid for a particular classification of employee in a non-railway hotel is shown to be slightly more than that paid by the railway hotel, and it is said that the non-railway hotel rate is actually higher because that hotel could not obtain that particular type of employee without paying a higher rate. This was the only instance commented on by the employees, and it cannot affect the conclusion to which one is forced upon an examination of the evidence as a whole. I do not think that, the rates now paid in the various railway hotels being substantially higher than those in other comparable hotels, a case for a further increase has been made out. Effect must be given to the undoubted fact that the employees in railway operated hotels could not do better nor perhaps as well if they sought employment in non-railway operated hotels. There is the added consideration that the employees of the railway operated hotel receive benefits in the form of pensions. Evidence as to what pensions, if any, are paid in non-railway hotels was not given.

As in the case of the railway employees proper, no argument has been presented by the employees from the standpoint of the inadequacy of the rate paid to any particular classification of hotel employee. The case has been on the basis of the same increase for all.

The result to which all of the above leads might be otherwise if the earnings of the hotels here in question justified an upward revision in wage scales, but that is not the case. Since 1939 the railway hotels show a loss of some $500,000 if an allowance of 3 per cent on investment is made, during which time room rates have gone up $2 and wages of employees, with the exception of males under twenty-one and certain females, have increased by 43 cents per hour, or $88.57 per month.

With respect to the forty-hour week, no case for its institution from the standpoint of the hotel industry was attempted by the employees, and it has been shown that it is not as yet in operation in any hotel in Canada. I do not think, in these circumstances, there is any basis upon which I can be asked to direct the institution of the forty-hour week. Such an order could not affect the hotel employees of the Canadian Pacific, and considerable confusion would result from such an order.

The basis of argument with respect to the water transport employees is essentially the same as that in the case of the hotel employees.

The number of water transport employees here involved comprises 1,174 employed by the Canadian National Railways and 1,803 employed by the Canadian Pacific Railway, a total of 2,977. These represent a small minority of the total water transport employees of the two companies. The water transport operations in question are services on the Pacific Coast, the bulk of the business being local and subject to competition by an independent operator, and there is also involved a water transport service on inland lakes in British Columbia. This latter is said to be subject to increasing road competition.

The history of the inclusion of this group of employees with all employees of the railway in past general increases or deductions is the same as in the case of the employees of the railway hotels, and the contending points of view as to the results

which should follow therefrom I have already discussed in connection with the hotel employees.

The railways contend, as in the case of their hotels, that their water transport operations constitute a separate industry, and any adjustment of wages or hours ought to be considered from the standpoint of the water transport operations rather than bulked with railway operation proper. The financial experience of the two companies with respect to their water transport operations is as follows:—

CPR

	Deficit	Net Earnings
1946		$ 576,678
1947	$ 617,465	
1948	852,076	
1949		401,001
1950 (Jan. 1-Sept. 30).		475,001
	$1,469,541	$1,452,680
Deficit		$16,861

CNR

	Deficit
1946	$ 47,616
1947	152,427
1948	194,352
1949	314,298
1950 (Jan. 1-Sept. 30).	72,160
Deficit	$ 780,853

The employees contend that the railways have gone into the hotel and water transport business and that, as a result, these two groups must be considered as "railway" employees. They say that the whole is but one undertaking, and neither is to be separated from the other. They emphasize the fact of "through" traffic and point out that the group of water transport employees include shore staffs as well as floating personnel, and they contend that the classifications of floating and shore staffs have their counterparts in railway personnel proper. In any event, the employees' fundamental contention is, as before, that of the cost of living, and they contend that this precludes any differentiation in the case of these employees. With respect to the five-day, forty-hour week, they contend there is no factor which militates against its application to these employees any more than to the others.

It can be argued in favour of the employees' position that, after all, water transportation is merely part of the business of transportation by rail and water, and that the employees of both are really engaged in a common operation, and there are circumstances in which such a contention would, in my opinion, be sound. Perhaps a good illustration would be afforded where the water transportation is a mere link between two parts of the rail system. The employees really put their case on this ground, as they referred to the ferry services between New Brunswick and Prince Edward Island, and across the Straight of Canso, as comparable. I think, however, that these illustrations rather point up the distinction which, in my opinion, is manifest. The coast services do not constitute a mere link in the rail service as the bulk of the business handled is local and there is competition on the part of a local independent operator.

Such an operation, therefore, must stand on its own feet, and must be considered a separate industry. I think the inland lake operation, by a parity of reasoning, cannot be considered as an integral part of the operation of the railway.

As has already been pointed out in connection with the consideration of matters affecting employees of the railway proper, the railway rate structure is national in scope, and considerations which may dictate changes therein are not necessarily operative in a purely local operation. A wages and hours structure proper and adequate on one coast might be quite inappropriate on the other coast where local conditions such as prices, traffic available, or presence or absence of competition may be different.

During the hearings, it occurred to me that in the case of the shore staffs, the fact that some categories of employee perform essentially the same work as that performed by a number of classifications engaged in connection with the railway, who work in fairly close physical proximity to the former, would warrant identical treatment, but on reflection I have come to the conclusion that that is not so. To do so would be contrary to the principle discussed above and would necessitate dealing with particular classifications of employee rather than with the water transport staff as a whole. This cannot be done intelligently as I have no evidence which enables me to deal with the rates of particular classifications. No evidence was given to indicate that the present scale of wages being paid the water transport employees is lower on the average or in any instance than is being paid elsewhere in the area, nor lower than it ought to be, having regard to all relevant circumstances in the area.

Again it is to be remembered that not only are the water transport employees here represented a small minority of the total water transport staffs of the two major

railway companies, but also an even smaller minority of the employees of the water transport industry. This is an added circumstance which would prevent any intelligent treatment of particular classifications.

Findings

I therefore direct that—

1. With respect to employees other than hotel and water transport employees:
   (*a*) the four-cent increase in wage rates provided for by Section 3 of the statute be increased by a further three cents, the resulting seven cents to be effective from the day fixed by the said section.
   (*b*) the five-day, forty-hour week here in question shall become effective June 1, 1951, and the terms of Exhibit 28 shall apply thereto, provided that from the said date to and including August 31, 1951, straight time only shall be payable up to forty-eight hours per week.
   (*c*) each agreement shall contain clauses in the terms of Exhibits 27 and 30.
2. With respect to hotel and water transport employees, the term of all agreements to which they are parties shall be for one year from September 1, 1950.

As to any matter requiring to be dealt with for the purpose of concluding all agreements in question in this arbitration, with which I may not have dealt or may not have dealt completely, I shall dispose of upon the same being brought to my attention.

(Sgd.) R. L. Kellock.

Ottawa, December 18, 1950.

APPENDIX "A"

The parties were represented as follows:—

G. R. Pawson, Commercial Telegraphers Union of North America.

H. A. Stockdale, Brotherhood of Railroad Signalmen of America.

Keith Cockburn, International Brotherhood of Electrical Workers.

A. R. Mosher, T. McGregor, W. J. Smith, Canadian Brotherhood of Railway Employees and Other Transport Workers.

T. J. Clark, Brotherhood of Express Employees.

W. H. Phillips, Order of Railroad Telegraphers.

W. Aspinall, Brotherhood of Maintenance of Way Employees.

F. H. Hall, Brotherhood of Railway and Steamship Clerks.

J. T. Galloway, International Brotherhood of Blacksmiths, Drop Forgers and Helpers.

G. E. Schollie, International Association of Machinists.

J. Connolly, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

R. Melancon, Brotherhood of Railway Carmen of America.

Sam Finlay, International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers of America.

A. E. Payne, Sheet Metal Workers International Association.

R. Y. Menary, International Moulders and Foundry Workers Union of North America.

J. W. Lebeau, International Brotherhood of Firemen and Oilers, Power Plant Employees, Roundhouse and Railway Shop Labourers.

A. R. Johnstone, Hotel and Restaurant Employees and Bartenders International Union.

H. Smith, Division No. 4, Railway Employees Department.

D. I. McNeill, K.C., J. R. Kimpton, S. M. Gossage, S. McMahon, G. M. Roundtree, Canadian Pacific Railway Company.

A. B. Rosevear, K.C., P. E. Ayrhart, R. C. Johnston, J. A. McDonald, A. A. Campbell, R. Somerville, Canadian National Railways.

W. B. Salter, A. E. Cook, Toronto, Hamilton and Buffalo Railway Company.

A. Freeman, Ontario Northland Transportation Commission.

Schedule I

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mtce. of Rlwy Opr. Act		As Result of 40-Hour Week		
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	
		$	$	$	$	$	$	$	$	
MAINTENANCE OF WAY EMPLOYEES		per day		per day		per day		per day		
Section Foreman 1st Class Yard	48	7.20	43.20	8.56	51.36	8.88	53.28	10·592	52.96	
" " 2nd " "	48	7.10	42.60	8.46	50.76	8.78	52.68	10·472	52.36	
" " 3rd " "	48	6.95	41.70	8.31	49.86	8.63	51.78	10·292	51.46	
" " 4th " "	48	6.90	41.40	8.26	49.56	8.58	51.48	10·232	51.16	
" " Line	48	6.75	40.50	.8.11	48.66	8.43	50.58	10·052	50.26	
		per hr.		per hr.		per hr.		per hr.		
Sectionman 1st Class Yard	48	·74	35.52	·91	43.68	·95	45.60	1·132	45.28	
" 2nd " "	48	·73	35.04	·90	43.20	·94	45·12	1·12	44.80	
" 3rd " "	48	·72	34.56	·89	42.72	·93	44.64	1·108	44.32	
" 4th " "	48	·71	34.08	·88	42.24	·92	44.16	1·096	43.84	
" Line	48	·69	33.12	·86	41.28	·90	43.20	1·072	42.88	
		per day		per day		per day		per day		
B and B Foreman	48	7·80	46.80	9.16	54.96	9.48	56.88	11·312	56.56	
		per hr.		per hr.		per hr.		per hr.		
Carpenter	48	·91	43.68	1·08	51.84	1.12	53.76	1·336	53.44	
Bridgeman	48	·87	41.76	1.04	49.92	1.08	51.84	1·288	51.52	
B and B labourer	48	·69	33.12	·86	41.28	·90	43.20	1·072	42.88	
Welder	48	1·03	49.44	1·20	57.60	1·24	59.52	1·48	59.20	
Painter	48	·87	41.76	1·04	49.92	1·08	51.84	1·288	51.52	
SHOP CRAFTS										
Mechanics (Including Machinists, Boiler-makers, Blacksmiths, Pipefitters, Sheet Metal Workers, Electrical Workers, Pattern makers and Moulders)—		per hr.		per hr.		per hr.		per hr.		
Running Shops	48	1.05	51.24	1.22	59.53	1.26	61.49	1·504	61.16	
Main and Back Shops	44	1.05	46.97	1.22	54.57	1.26	56.36	1·504	61.16	
Carmen Passenger										
Running Shops	48	1.05	51.24	1.22	59.53	1.26	61.49	1·504	61.16	
Main and Back Shops	44	1.05	46.97	1.22	54.57	1.26	56.36	1·504	61.16	Weekly earnings include allowance of one minute for each hour worked for clock punching.
Carmen Freight										
Running Shops	48	·98	47.82	1.15	56.12	1.19	58.07	1.42	57.75	
Main and Back Shops	44	·98	43.84	1.15	51.44	1.19	53.23	1.42	57.75	
Helpers										
Running Shops	48	.82	40.02	.99	48.31	1.03	50.26	1·228	49.94	
Main and Back Shops	44	.82	36.68	.99	44.28	1.03	46.07	1·228	49.94	
Coach Cleaner	48	.70	34.16	.87	42.46	.91	44.41	1·084	44.08	

Apprentices—Main and Back Shops		per hr.		per hr.		per hr.		per hr.	
1st year—1st six months	44	.52	23.26	.69	30.87	.73	32.66	·868	35.30
2nd " "	44	.55	24.60	.72	32.21	.76	34.00	·904	36.76
2nd year—1st six months	44	.57	25.50	.74	33.10	.78	34.89	·928	37.74
2nd " "	44	.61	27.29	.78	34.89	.82	36.68	·976	39 69
3rd year—1st six months	44	.65	29.08	.82	36.68	.86	38.47	1·024	41.64
2nd " "	44	.69	30.87	.86	38.47	.90	40.26	1·072	43.59
4th year—1st six months	44	.75	33.55	.92	41.15	.96	42.94	1·144	46.52
2nd " "	44	.82	36.68	.99	44.29	1.03	46.07	1·228	49.94
5th year—1st six months	44	.91	40.71	1.08	48.31	1.12	50.10	1·336	54.33
2nd " "	44	1.00	44.73	1.17	52.34	1.21	54.13	1·444	58.72
Apprentices—Running Shops									Weekly earnings include allowance of one minute for each hour worked for clock punching.
1st year—1st six months	48	.52	25.38	.69	33.67	.73	35.62	·868	35.30
2nd " "	48	.55	26.84	.72	35.14	.76	37.09	·904	36.77
2nd year—1st six months	48	.57	27.82	.74	36.11	.78	38.06	·928	37.74
2nd " "	48	.61	29.77	.78	38.06	.82	40.01	·976	39.69
3rd year—1st six months	48	.65	31.72	.82	40.02	.86	41.96	1·024	41.64
2nd " "	48	.69	33.67	.86	41.97	.90	43.91	1·072	43.59
4th year—1st six months	48	.75	36.60	.92	44.90	.96	46.85	1·144	46.53
2nd " "	48	.82	40.02	.99	48.31	1.03	50.26	1·228	49.94
5th year—1st six months	48	.91	44.41	1.08	52.70	1.12	54.65	1·336	54.33
2nd " "	48	1.00	48.80	1.17	57.10	1.21	59.05	1·444	58.73
Stationary Firemen and Shop Labourers—Canadian Pacific Railway									
Main and Back Shops									
Classified Labourers	44	.69	30.87	.86	38.47	.90	40.26	1·072	43.59
Unclassified Labourers	44	.67	29.97	.84	37.58	.88	39 37	1·048	42.61
Running Shops									Weekly earnings include allowance of one minute for each hour worked for clock punching.
Stationary Firemen (also Main Shops)	48	.82	40.02	.99	48.31	1.03	50.26	1·228	49.94
Oilers (also Main Shops)	48	.82	40.02	.99	48.31	1.03	50.26	1·228	49.94
Ashpitman	48	.70	34.16	.87	42.46	.91	44.41	1·084	44.08
Classified as Labourers	48	.69	33.67	.86	41.97	.90	43.92	1·072	43.59
Unclassified Labourers	48	.67	32.70	.84	40.99	.88	42.94	1·048	42.61
Shop, Roundhouse and Stores Labourers—Stationary Firemen and Engineers—Canadian National Railways—									
Common Labourers—		per hr.		per hr.		per hr.		per hr.	
Lines	48	.68	33.18	.85	41.48	.89	43.43	1.06	43.11
Main Shop	44	.68	30.42	.85	38.02	.89	39.71	1·06	43.11
Classified Labourers—									Clock punching time on basis of one minute for each hour worked included in weekly earnings.
Lines	48	.72	35.14	.89	43.43	.93	45.38	1·108	45.06
Main Shop	44	.72	32.21	.89	39.71	.93	41.60	1·108	45.06
Ashpitman, Firebuilders, Coal Chute Deliverymen—	48	.72	35.14	.92	44.90	.96	46.85	1·144	46.52
Stores Labourers—									
Lines	48	.76	37.09	.92	44.90	.96	46.85	1·144	46.52
Main Shop	44	.76	34.00	.92	41.15	.96	42.94	1·144	46.52
Stationary Firemen	48	.81	39.53	.98	47.82	1.02	49.78	1·216	49.45
" Engineers	48	.91	44.41	1.08	52.70	1.12	54.66	1·336	54.33
Signal Maintainers and Helpers—Canadian Pacific Railway									
Signal Maintainers on 1st Shift where two shifts are worked	48	per mo. 242.40	55.98	per mo. 283.20	65.40	per mo. 292.80	67.62	per mo. 291.41	67.30
Signal Maintainers Helper on 1st shift where two shifts are worked	48	182.40	42.12	223.20	51.55	232.80	53.76	231.41	53.44
		per hr.		per hr.		per hr.		per hr.	
Signal Maintainers 2nd Shifts	48	1.01	48.48	1.18	56.64	1.22	58.56	1·456	58.24
Signal Maintainers Helper 2nd Shifts	48	.76	36.48	.93	44.64	.97	46.56	1·156	46.24

Schedule I—*Continued*

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mtce. of Rlwy Opr. Act		As Result of 40-Hour Week		
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	
		$	$	$	$	$	$	$	$	
SIGNAL EMPLOYEES—CANADIAN NATIONAL RAILWAYS										
		per mo.		per mo.		per mo.		per mo.		
Signal Foremen	48	275.00	63.51	310.36	71.68	318.68	73.60	317.29	73.28	
		per hr.		per hr.		per hr.		per hr.		
Leading Hand Signal Maintainers and Mechanics	48	1.06	50.88	1.23	59.04	1.27	60.96	1·516	60.64	
Signal Maintainers and Mechanics	48	1.01	48.48	1.18	56.64	1.22	58.56	1·456	58.24	
Asst. Signal Mechanics and Mechanics										Certain signal maintainers, assistants and helpers who are required to be available 7 days a week are guaranteed 240 hours per month
1st year—1st six months	48	.83	39.84	1.00	48.00	1.04	49.92	1.24	49.60	
2nd " "	48	.85	40.80	1.02	48.96	1.06	50.88	1·264	50.56	
2nd year—1st six months	48	.87	41.76	1.04	49.92	1.08	51.84	1·288	51.52	
2nd " "	48	.89	42.72	1.06	50.88	1.10	52.80	1·312	52.48	
3rd year—1st six months	48	.91	43.68	1.08	51.84	1.12	53.76	1·336	53.44	
2nd " "	48	.93	44.64	1.10	52.80	1.14	54.72	1.36	54.40	
4th year—1st six months	48	.95	45.60	1.12	53.76	1.16	55.68	1·384	55.36	
2nd " "	48	.97	46.56	1.14	54.72	1.18	56.64	1·408	56.32	
Signal Helpers										
Under 2 years experience	48	.72	34.56	·89	42.72	.93	44.64	1·108	44.32	
Over 2 years and under 4 years	48	.74	35.52	·91	43.68	.95	45.60	1·132	45.28	
Over 4 years experience	48	.76	36.48	·93	44.64	.97	46.56	1·156	46.24	
FREIGHT AND YARD OFFICE CLERKS, LOCOMOTIVE FOREMEN'S CLERKS, STORES AND FREIGHT SHED EMPLOYEES—CANADIAN PACIFIC RAILWAY										
		per mo.		per mo.		per mo.		per mo.		
Cashier—Minimum	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
—Maximum	48	219.21	50.62	254.57	58.79	262.89	60.71	261.50	60.39	
Rate Clerk—Minimum	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77	
—Maximum	48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39	
Accountant—Minimum	48	198.21	45.78	233.57	53.94	241.89	55.86	240.50	55.54	Saturday afternoon is allowed these employees where their services can be dispensed with but they may be required to work equivalent time during the week.
—Maximum	48	243.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94	
Claims Clerk—Minimum	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77	
—Maximum	48	194.21	44.85	229.57	53.02	237.89	54.94	236.50	54.62	
Biller—Minimum	48	158.21	36.54	193.57	44.70	201.89	46.63	200.50	46.31	
—Maximum	48	179.21	41.39	214.57	49.55	222.89	51.47	221.50	51.15	
Ledger Clerk—Minimum	48	158.21	36.54	193.57	44.70	201.89	46.63	200.50	46.31	
—Maximum	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
Stenographer—Minimum	48	148.21	34.23	183.57	42.39	191.89	44.32	190.50	44.00	
—Maximum	48	158.21	36.54	193.57	44.70	201.89	46.63	200.50	46.31	
Call Boy—Minimum	48	86.56	19.99	121.92	28.16	130.24	30.08	128.85	29.76	
—Maximum	48	98.40	22.72	133.76	30.89	142.08	32.81	140.69	32.49	
Train Clerk—Minimum	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
—Maximum	48	179.21	41.39	214.57	49.55	222.89	51.47	221.50	51.15	
Car Checker—Minimum	48	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30	
—Maximum	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77	

Loco. Foremen's Clerk—Minimum	48	140.71	32.50	176.07	40.66	184.39	42.58	183.00	42.26	
—Maximum	48	198.21	45.78	233.57	53.94	241.89	55.86	240.50	55.54	
Advice Note Messenger—Minimum	48	102.48	23.67	137.84	31.83	146.16	33.75	144.77	33.43	
—Maximum	48	104.32	24.09	139.68	32.26	148.00	34.18	146.61	33.86	
Superintendents Office Farnham:										
Maintenance of Way Clerk	41	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	Employees may be required to work up to 8 hours in any week day without payment of overtime.
File Clerk and Stenographer	41	168.21	38.85	203.57	47.01	211.89	48.94	210.50	48.61	
Clerk and Stenographer	41	153.21	35.38	188.57	43.55	196.89	45.47	195.50	45.15	
Office of the Auditor Passenger Receipts:										
Clerk—Minimum	41	130.00	30.02	165.00	38.11	173.32	40.03	171.93	39.71	
—Maximum	41	280.00	64.67	315.36	72.83	323.68	74.75	322.29	74.43	
Comptometer Operator—Minimum	41	130.00	30.02	165.00	38.11	173.32	40.03	171.93	39.71	
—Maximum	41	180.00	41.57	215.36	49.74	223.68	51.66	222.29	51.34	
Junior Clerk—Minimum	41	80.00	18.48	110.00	25.40	118.32	27.33	116.93	27.00	
—Maximum	41	100.00	23.09	135.00	31.18	143.32	33.10	141.93	32.78	
Office Boy—Minimum	41	65.00	15.01	90.00	20.79	98.32	22.71	96.93	22.39	
—Maximum	41	75.00	17.32	105.00	24.25	113.32	26.17	111.93	25.85	
Stores Employees:										
Storemen —Running Shops	48	175.21	40.46	210.57	48.63	218.89	50.55	217.50	50.23	
		per hr.		per hr.		per hr.		per hr.		
Material Handlers—Running Shops	48	·75	36.00	·92	44.16	·96	46.08	1·144	45.76	
		per mo.		per mo.		per mo.		per mo.		
Storemen —Angus Shops	44	188.21	43.47	223.57	51.63	231.89	53.55	230.50	53.23	
		per hr.		per hr.		per hr.		per hr.		
Storemen —Angus Shops	44	·89	39.16	1·06	46.64	1.10	48.40	1·312	52.48	
		per mo.		per mo.		per mo.		per mo.		
Stockkeeper —Angus Shops	44	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39	
		per hr.		per hr.		per hr		per hr.		
Material Handlers—Angus Shops	44	·75	33.00	·92	40.48	·96	42.24	1·144	45.76	
Clerical and Freight Shed Employees—Operating, Stores, Traffic and Purchasing Departments—Canadian National Railways										
		per mo.		per mo.		per mo.		per mo.		
Miscellaneous Clerks—Minimum	48	140.21	32.38	175.57	40.55	183.89	42.47	182.50	42.15	
—Maximum	48	253.21	58.48	288.57	66.64	296.89	68.56	295.50	68.24	
Junior Clerks—Minimum	48	116.16	26.83	141.16	32.60	149.48	34.52	148.09	34.20	
—Maximum	48	123.21	28.45	148.21	34.23	156.53	36.15	155.14	35.83	
Class Rates:										
General Clerks —Supts' Offices	48	198.21	45.77	233.57	53.94	241.89	55.86	240.50	55.54	
Staff Record Clerks— " "	48	183.21	42.31	218.57	50.48	226.89	52.40	225.50	52.08	Saturday afternoon is allowed these employees where their services can be spared, but they be required to work equivalent time during the week.
File Clerks — " "	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77	
Supts'. Secretaries — " "	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
Clerk-Stenographers	48	168.21	38.85	203.57	47.01	211.89	48.94	210.50	48.61	
Clerk-Typists	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46	
Stenographers	48	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30	
Bridge and Building Masters Clerks	48	183.21	42.31	218.57	50.48	226.89	52.40	225.50	52.08	
Roadmasters Clerks	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
Train, Interchange, Crew Clerks, Weighmen and Siding Checkers— Yard Offices	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92	
Car Checker — " "	48	159.21	36.77	194.57	44.94	202.89	46.86	201.50	46.53	
Freight Checkers—Freight Sheds:										
—Minimum	48	183.21	42.31	218.57	50.48	226.89	52.40	225.50	52.08	
—Maximum	48	186.21	43.00	221.57	51.17	229.89	53.09	228.50	52.77	
		per hr.		per hr.		per hr		per hr.		
Transportation Labourers	48	·68	32.64	·85	40.88	·89	42.72	1·06	42.40	
Baggage Porters	48	·75	36.00	·92	44.16	·96	46.08	1·144	45.76	
Express Truckers	48	·76	36.48	·93	44.64	·97	46.56	1·156	46.24	

Schedule I—*Continued*

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mtce. of Rlwy Opr. Act		As Result of 40-Hour Week		
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	
		$	$	$	$	$	$	$	$	
CLERICAL—ACCOUNTING AND TREASURY DEPTS. CANADIAN NATIONAL RAILWAYS										
		per mo.		per mo.		per mo.		per mo.		
Asst. Chief Bill Clerk—Toronto	41	293.21	67.71	328.57	75.88	336.89	77.80	335.50	77.48	
Asst. Chief Timekeepers—Toronto	41	278.21	64.25	313.57	72.42	321.89	74.34	320.50	74.02	
Asst. Chief R. & S. Material Distribution Clerk—Toronto	41	263.21	60.79	298.57	68.95	306.89	70.87	305.50	70.55	
Senior Timekeepers—Toronto, Moncton	41	253.21	58.48	288.57	66.44	296.89	68.56	295.50	68.24	
Senior Clerks—Toronto and Moncton—Minimum	41	223.21	51.55	258.57	59.71	266.89	61.64	265.50	61.32	
—Maximum	41	243.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94	
Clerks—Toronto and Moncton—Minimum	41	143.21	33.07	178.57	41.24	186.89	43.16	185.50	42.84	Employees may be required to work up to 8 hours in any week day without payment of overtime.
—Maximum	41	233.21	53.86	268.57	62.02	276.89	63.95	275.50	63.63	
Clerks—Revenue Accounting Dept. Montreal —Minimum	41	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30	
—Maximum	41	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78	
Stenographers—Minimum	41	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30	
—Maximum	41	168.21	38.85	203.57	47.01	211.89	48.93	210.50	48.61	
Typists—Minimum	41	148.21	34.23	183.57	42.39	191.89	44.32	190.50	44.00	
—Maximum	41	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46	
Junior Clerks—Minimum	41	122.08	28.19	147.08	33.97	155.40	35.89	154.01	35.57	
—Maximum	41	128.21	29.61	153.21	35.38	161.53	37.30	160.14	36.98	
Sorters—Minimum	41	110.24	25.46	135.24	31.23	143.56	33.15	142.17	32.83	
—Maximum	41	118.21	27.30	143.21	33.07	151.53	34.99	150.14	34.67	
DISPATCHERS, AGENTS, AGENT-OPERATORS, OPERATORS, ASSISTANT AGENTS, LINEMEN AND LEVERMEN										
CANADIAN PACIFIC RAILWAY										
		per mo.		per mo.		per mo.		per mo.		
Dispatcher	48	320.00	73.90	355.36	82.07	363.68	83.99	362.29	83.67	
Agent—Minimum	48	190.21	43.93	224.50	51.85	232.82	53.77	231.43	53.45	
—Maximum	48	345.71	79.84	380.00	87.76	388.32	89.68	386.93	89.36	
Agent—Operator—Minimum	48	182.21	42.08	216.50	50.00	224.82	51.92	223.43	51.60	
—Maximum	48	261.21	60.33	295.50	68.24	303.82	70.17	302.43	69.85	
Operator—Minimum	48	175.21	40.46	209.50	48.38	217.82	50.30	216.43	49.98	
—Maximum	48	228.71	52.82	263.00	60.74	271.32	62.66	269.93	62.34	
Asst. Agent—Minimum	48	128.21	29.61	162.50	37.53	170.82	39.45	169.43	39.13	
—Maximum	48	198.71	45.89	233.00	53.81	241.32	55.73	239.93	55.41	
Linemen—Minimum	48	193.21	44.62	227.50	52.54	235.82	54.46	234.43	54.14	
—Maximum	48	216.21	49.93	251.57	58.10	259.89	60.02	258.50	59.70	
Levermen—Minimum	48	153.21	35.38	187.50	43.30	195.82	45.22	194.43	44.90	
—Maximum	48	183.71	42.43	218.00	50.35	226.32	52.27	224.93	51.95	

Railway Agents—Operators, Dispatchers, Assistants, Linemen

Canadian National Railways

		per mo.		per mo.		per mo.		per mo.	
Dispatchers and Train Movement Controllers	48	320.00	73.90	355.36	82.07	363.68	83.99	362.29	83.67
Traffic Supervisors and Train Movement Directors	48	298.00	68.82	333.36	76.99	341.68	78.91	340.29	78.59
Agents—Minimum	48	196.00	45.27	231.00	53.35	239.32	55.27	237.93	54.95
—Maximum	48	305.00	70.44	343.00	79.21	351.32	81.14	349.93	80.82
Agent—Operators—Minimum	48	180.00	41.57	213.00	49.19	221.32	51.11	219.93	50.79
—Maximum	48	268.00	61.89	303.00	69.98	311.32	71.90	309.93	71.58
Operators—Minimum	48	170.00	39.26	203.00	46.88	211.32	48.80	209.93	48.48
—Maximum	48	225.00	51.96	261.00	60.28	269.32	62.20	267.93	61.88
Assistants, Clerical and Shed—Minimum	48	123.00	28.41	156.00	36.03	164.32	37.95	162.93	37.63
—Maximum	48	203.00	46.88	238.00	54.97	246.32	56.89	244.93	56.57
Towerman, Leverman—Minimum	48	153.00	35.33	188.00	43.42	196.32	45.34	194.93	45.02
—Maximum	48	180.00	41.57	218.50	50.46	226.50	52.31	225.11	51.99
L.H. Linemen and Linemen—Minimum	48	196.21	45.31	230.00	53.12	238.32	55.04	236.93	54.72
—Maximum	48	213.21	49.24	250.00	57.74	258.32	59.66	256.93	59.34

Commercial Telegraphers and Clerks

Canadian Pacific Railway

		per mo.		per mo.		per mo.		per mo.	
Wire Chief—Minimum	48	268.00	61.89	303.36	70.06	311.68	71.98	310.29	71.66
—Maximum	48	288.00	66.51	328.36	74.68	331.68	76.60	330.29	76.28
T. and R. Chiefs—Minimum	48	203.00	46.88	238.36	55.05	246.68	56.97	245.29	56.65
—Maximum	48	268.00	61.89	303.36	70.06	311.68	71.98	310.29	71.66
Morse Traffic Chiefs and Assistant Morse Traffic Chiefs —Minimum	48	243.00	56.12	278.36	64.29	286.68	66.21	285.29	65.89
—Maximum	48	263.00	60.74	298.36	68.91	306.68	70.83	305.29	70.51
Automatic Supervisors—Minimum	48	233.00	53.81	268.36	61.98	276.68	63.90	275.29	63.58
—Maximum	48	278.00	64.20	313.36	72.37	321.68	74.29	320.29	73.97
Asst. Automatic Supervisors—Minimum	48	233.00	53.81	268.36	61.98	276.68	63.90	275.29	63.58
—Maximum	48	253.00	58.43	288.36	66.60	296.68	68.52	295.29	68.20
Printer Traffic Chiefs	48	228.00	52.66	263.36	60.82	271.68	62.74	270.29	62.42
Asst. Printer Traffic Chiefs—Minimum	48	203.00	46.88	238.36	55.05	246.68	56.97	245.29	56.65
—Maximum	48	208.00	48.04	243.36	56.20	251.68	58.12	250.29	57.80
Equipment Mechanics—Minimum	48	203.00	46.88	238.36	55.05	246.68	56.97	245.29	56.65
—Maximum	48	218.00	50.35	253.36	58.51	261.68	60.43	260.29	60.11
Foreman Installers	48	233.00	53.81	268.36	61.98	276.68	63.90	275.29	63.58
Installers	48	209.00	48.27	244.36	56.43	252.68	58.36	251.29	58.03
Installers Helpers	48	189.00	43.65	224.36	51.82	232.68	53.74	231.29	53.42
Teleprinter Operators	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Day Telephone Supervisors	48	173.21	40.00	208.57	48.17	216.89	50.09	215.50	49.77
Night Telephone Supervisors	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46
Telephone Operators	48	153.21	35.38	188.57	43.55	196.89	45.47	195.50	45.15
Operators—Minimum	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46
—Maximum	48	221.96	51.26	257.32	59.43	265.64	61.35	264.25	61.03

Commercial Telegraphers, Clerks and Installers

Canadian National Railways

		per mo.		per mo.		per mo.		per mo.	
Plant Chiefs, Plant Chiefs-in-charge—Minimum	48	243.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94
—Maximum	48	303.21	70.02	338.57	78.19	346.89	80.11	345.50	79.79

Schedule I—*Concluded*

CANADIAN PACIFIC RAILWAY COMPANY—CANADIAN NATIONAL RAILWAYS

Actual Rates of Pay and Weekly Earnings of Classes of Employees Involved in Dispute—Weekly Earnings Based on Hours Constituting a Normal Work Week

Group of Employees	Hours Constituting a Normal Work Week	Prior to March 1, 1948		Effective March 1, 1948 to August 30, 1950		Effective Aug. 31/50 Pursuant to Mtce. of Rlwy Opr. Act		As Result of 40-Hour Week	
		Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings	Rate of Pay	Weekly Earnings
		$	$	$	$	$	$	$	$
COMMERCIAL TELEGRAPHERS, CLERKS AND INSTALLERS *(Continued)*									
CANADIAN NATIONAL RAILWAYS		per mo.		per mo.		per mo.		per mo.	
Chief Operators (Day, Early Night, Night)—Minimum	48	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78
—Maximum	48	273.21	63.10	308.57	71.26	316.89	73.18	315.50	72.86
Morse Supervisors—Minimum	48	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78
—Maximum	48	268.21	61.94	303.57	70.11	311.89	72.03	310.50	71.71
Manager—Repeater Attendants, Repeater Attendants —Minimum	48	228.21	52.70	263.57	60.87	271.89	62.79	270.50	62.47
—Maximum	48	263.21	60.79	298.57	68.95	306.89	70.87	305.50	70.55
Automatic and Ticker Supervisors—Minimum	48	218.21	50.39	253.57	58.56	261.89	60.48	260.50	60.16
—Maximum	48	288.21	66.56	323.57	74.73	331.89	76.65	330.50	76.33
Automatic Mechanics	48	223.21	51.55	258.57	59.72	266.89	61.64	265.50	61.32
Leading Hand Installers and Installers—Minimum	48	210.75	48.67	246.11	56.84	254.43	58.76	253.04	58.44
—Maximum	48	221.19	51.08	256.55	59.25	264.87	61.17	263.48	60.85
Instrument Mechanics—Minimum	48	199.92	46.17	235.28	54.34	243.60	56.26	242.21	55.94
Maximum	48	206.04	47.58	241.40	55.75	249.72	57.67	248.33	57.35
Installers Helpers, Student Mechanics	48	175.44	40.52	210.80	48.68	219.12	50.60	217.73	50.28
Delivery and Service Supervisors—Minimum	48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39
—Maximum	48	203.21	46.93	238.57	55.10	246.89	57.02	245.50	56.70
Maintainers (Incl. Dist. Maintainers)—Minimum	48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39
—Maximum	48	243.21	56.17	278.57	64.33	286.89	66.26	285.50	65.94
Radio Attendants—Minimum	48	188.21	43.47	223.57	51.63	231.89	53.55	230.50	53.23
—Maximum	48	238.21	55.01	273.57	63.18	281.89	65.10	280.50	64.78
Manager—Operators—Minimum	58	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
—Maximum	48	223.21	51.55	258.57	59.72	266.89	61.64	265.50	61.32
Automatic, Multiplex, Teleprinter, Ticket Operators	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Morse, Combination and Morse Teleprinter Operators —Minimum	48	168.21	38.85	203.57	47.01	211.89	48.94	210.50	48.61
—Maximum	48	213.46	49.30	248.82	57.46	257.14	59.39	255.75	59.06
Telephone Supervisors—Minimum	48	163.21	37.69	198.57	45.86	206.89	47.78	205.50	47.46
—Maximum	48	203.21	46.93	238.57	55.10	246.89	57.02	245.50	56.70
Telephone Operators—Minimum	48	138.21	31.92	173.57	40.09	181.89	42.01	180.50	41.69
—Maximum	48	153.21	35.38	188.57	43.55	195.89	45.47	195.50	45.15
Clerical—Minimum	48	142.71	32.96	178.07	41.12	186.39	43.05	185.00	42.73
Maximum	48	213.21	49.24	248.57	57.41	256.89	59.33	255.50	59.01
Clerks—Grades 1 and 2—Minimum	48	123.21	28.45	158.57	36.62	166.89	38.54	165.50	38.22
—Maximum	48	138.21	31.92	173.57	40.09	181.89	42.01	180.50	41.69
Routing Aids	48	108.21	24.99	143.57	33.16	151.89	35.08	150.50	34.76

Express Employees

Canadian Pacific Railway

		per mo.		per mo.		per mo.		per mo.	
Messengers—1st Class runs	48	223·21	51.51	258.57	59.67	266.89	61.59	265.50	61.27
2nd " "	48	213.21	49.21	248.57	57.37	256.89	59.29	255.50	58.97
3rd " "	48	203.21	46.90	238.57	55.06	246.89	56.98	245.50	56.66
4th " "	48	198.21	45.74	233.57	53.90	241.89	55.83	240.50	55.50
Express Vehiclemen—Minimum	48	158.21	36.51	193.57	44.67	201.89	46.59	200.50	46.27
—Maximum	48	178.21	41.13	213.57	49.29	221.89	51.21	220.50	50.89
Cartage Vehiclemen—Minimum	48	143.21	33.05	178.57	41.21	186.89	43.13	185.50	42.81
—Maximum	48	158.21	36.51	193.57	44.67	201.89	46.59	200.50	46.27
Warehousemen—Minimum	48	158.21	36.51	193.57	44.67	201.89	46.59	200.50	46.27
—Maximum	48	178.21	41.13	213.57	49.29	221.89	51.21	220.50	50.89
Waybill Clerk—Minimum	48	188.21	43.44	223.57	51.60	231.89	53.52	230.50	53.20
—Maximum	48	190.71	44.01	226.07	52.17	234.39	54.09	233.00	53.77
General Clerical Staff Head Office									
General Clerks male	48	178.21	41.13	213.57	49.29	221.89	51.21	220.50	50.89
Senior Statistical and Record Clerk	48	203.21	46.90	238.57	55.06	246.89	56.98	245.50	56.66
Senior Clerk—Superintendents Office	48	213.21	49.21	248.57	57.37	256.89	59.29	255.50	58.97
General Accounting Office									
Voucher and Expense Clerk	48	203·21	46.90	238.57	55.06	246.89	56.98	245.50	56.66

Clerical and Miscellaneous—Express and Cartage Service

Canadian National Railways

		per mo.		per mo.		per mo.		per mo.	
Train Messengers—Passenger Trains	55·4	208·64	48.18	244.00	56.35	253.60	58.57	252.21	59.25
" " —Mixed "	51·7	202.80	46.84	240.88	55.63	249.84	57.70	248.45	57.38
Clerical—Minimum	48	148.21	34.23	183.57	42.39	191.89	44.32	190.50	44.00
Maximum	48	220.71	50.97	256.07	59.14	264.39	61.06	263.00	60.74
Foremen—Minimum	48	175.71	40.58	211.07	48.75	219.39	50.67	218.00	50.35
—Maximum	48	218.21	50.39	253.57	58.56	261.89	60.48	260.50	60.16
Mechanic	48	193.21	44.62	228.57	52.79	236.89	54.71	235.50	54.39
Mechanic Helper	48	172.80	39.91	208.16	48.07	216.48	49.99	215.09	49.67
Repairman	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Serviceman	48	157.80	36.44	193.16	44.61	201.48	46.53	200.09	46.21
Garageman	48	152.80	35.29	188.16	43.45	196.48	45.38	195.09	45.06
Stablemen	48	148.21	34.23	183.57	42.39	191.89	44.31	190.50	43.99
Tractor Operators	48	170.71	39.42	206.07	47.59	214.39	49.51	213.00	49.19
Motormen—Minimum	48	158.21	36.53	193.57	44.70	201.89	46.62	200.50	46.30
—Maximum	48	178.21	41.16	213.57	49.32	221.89	51.24	220.50	50.92
Wagonmen—Minimum	48	154.21	35.61	189.57	43.78	197.89	45.70	196.50	45.38
—Maximum	48	175.71	40.58	211.07	48.74	219.39	50.67	218.00	50.35
Vehicle Helpers—Minimum	48	138.21	31.92	173.57	40.08	181.89	42.00	180.50	41.68
—Maximum	48	144.21	33.30	179.57	41.47	187.89	43.39	186.50	43.07
Porters—Minimum	48	158.21	36.54	193.57	44.70	201.89	46.62	200.50	46.30
—Maximum	48	170.71	39.42	206.07	47.59	214.39	49.51	213.00	49.19

Schedule II

AVERAGE MONTHLY EARNINGS OF RUNNING TRADES (OR OPERATING) EMPLOYEES, YEAR 1949

CANADIAN NATIONAL RAILWAYS AND CANADIAN PACIFIC RAILWAY

—	Canadian National Railways	Canadian Pacific Railway	Average Earnings C.N.R. and C.P.R. Combined
	$	$	$
Locomotive Engineers—			
Passenger	441.00	472.00	456.00
Freight	382.00	383.00	383.00
Yard	326.00	330.00	328.00
Locomotive Firemen—			
Passenger	382.00	372.00	377.00
Freight	288.00	277.00	283.00
Yard	257.00	261.00	259.00
Conductors—			
Passenger	377.00	400.00	387.00
Freight	391.00	360.00	376.00
Trainmen—			
Passenger	295.00	315.00	304.00
Freight	262.00	279.00	270.00
Yard Employees—			
Yard Foremen	331.00	284.00	308.00
Yardmen	257.00	254.00	256.00

Schedule III

FACTS ABOUT THE CANADIAN PACIFIC RAILWAY'S PENSION PLAN

From January 1, 1903, to December 31, 1936, voluntary pensions were granted without contributions by the employees. Due to changed conditions it was necessary to establish a contributory plan effective January 1, 1937, the main provisions being as described briefly hereunder:—

1. *Eligibility*

All regular employees under age 40 on date of entry into the service. If entry was after January 1, 1937, membership in the Plan is compulsory.

2. *Employees' Contributions*

Each participating employee makes contributions equal to 3 per cent of salary or wages.

3. *Company's Contributions*

The Company bears the full cost of service prior to January 1, 1937 and the greater part of the cost of service after that date.

4. *Selection of Type of Pension*

A contributor may select either of the following:

(*a*) A pension payable to himself only.

(*b*) A joint and survivor pension. This is a reduced allowance to pensioner, one-half of which would be payable to surviving wife or dependent.

5. *Calculating Service*

One month allowed for each calendar month in which some service was performed, twelve such months being equal to a year of service. From January 1, 1937, however, only those months are allowed in which contributions were made.

Periods of absence to serve the cause of the Allies during World Wars I and II included at Company's expense.

6. *Calculating Pension*

Years of service multiplied by 1 per cent of average monthly pay for 10 years preceding age 65, or for the last 10 years if retired before that age.

7. *Normal Retirement*

Normal retirement age is 65 years, but retention beyond that age may be allowed under certain conditions.

8. *Early Retirement*

(*a*) If retirement occurs between the ages of 60 and 65 years, due to disability, an allowance may be authorized by the Pension Committee.

(*b*) If retirement occurs under age 60, in special circumstances an allowance may be authorized by the Pension Committee, subject to approval by the Board of Directors.

9. *Refund of Employees' Contributions*

Contributions are refunded where service definitely terminates before retirement. In the case of a contributor's death, refund is made to his legal representative.

Where death of a pensioner occurs before total pension payments equal the amount of contributions made, the difference is paid to his legal representatives.

10. *General*

Minimum pension is $30 monthly except in the case of non-contributors who entered the service after January 1, 1912, whose annual allowance is equal to $14.40 for each year of service subsequent to his last entry into the service and prior to January 1, 1937.

As a further temporary measure, where the allowance is in an amount less than $45 monthly, the Company, effective from June 1, 1948, is providing out of its own funds, and without effecting a change in the minimum allowance payable under the pension rules, a supplemental allowance of $5 monthly to all pensioners under seventy years of age, in receipt of amounts between $30 and $40 monthly, and in the case of pensioners receiving more than $40 monthly and less than $45 monthly, the supplemental allowance is provided in an amount sufficient to bring the total payments for pension and special allowance up to $45 monthly.

There are approximately 70,000 members of the pension plan and presently some 11,000 pensioners are in receipt of allowances, the average pension amounting to $62.60 monthly.

Total pension payments from January 1, 1903 to December 31, 1949 amounted to $75,223,000. In the year 1949 payment for pensions amounted to $7,600,000 exclusive of levies in respect of employees covered by the United States Railroad Retirement Act. In addition, to assist in providing for increased pensions, the Directors authorized an increase from $1,750,000 to $3,000,000 in the annual contribution by the Company to the Pension Trust Fund.

The contributory pension plan is administered by seven members, four of whom are officers of the Company (the Vice-President, Finance, being Chairman) and three who are elected triennially from among the General Chairmen of the organized classes of employees of the Company having agreements with it, by a majority vote of such General Chairmen.

Schedule IV

INFORMATION ABOUT THE CANADIAN NATIONAL RAILWAYS' PENSION PLANS

The amalgamation (so-called) of the principal lines of railway (Grand Trunk Railway, Grand Trunk Pacific Railway, Canadian Northern Railway, Canadian Government Railway) which form the system now known as Canadian National Railways took place early in 1923. On a large part of the new system no pension plan had been adopted, since the Canadian Northern and the Grand Trunk Pacific had barely emerged from the construction stage and had few employees of retiring age.

There were two contributory pension plans in operation—one (of limited application) on the Grand Trunk (Grand Trunk Superannuation and Provident Fund Association) which, however, had been closed to new employees in 1907—and one on the Canadian Government Railways (Intercolonial and Prince Edward Island Railways and National Transcontinental Railway) which was closed to new entrants in 1929. The Grand Trunk Superannuation Association now has 12 contributing members and 143 drawing pensions. More will be said about the Canadian Government Railways' plan, the proper name of which is the Intercolonial and Prince Edward Island Railways Employees' Provident Fund. On the Grand Trunk, a new non-contributory plan had been put into operation in 1908 applicable to all employees excepting those who remained members of the contributory plan above referred to.

The 1908 Grand Trunk plan provided, subject to prescribed age and service qualifications, that the company would pay to the employee, on retirement, a pension of 1 per cent of his highest average wage or salary during any ten consecutive years of his service multiplied by the number of years of service. For example, an employee who had forty years' service and whose highest average annual compensation during a ten-year period amounted to $1,000 would receive 40/100 of $1,000 or $400 per annum.

After the amalgamation, steps were taken to resolve the many problems arising therefrom, and it was several years before a comprehensive pension plan for the new system was written. In the interval, as an expedient, the Grand Trunk plan was applied to retiring employees who were not otherwise provided for.

On August 1, 1929, the Canadian National pension plan came into force. Except for a few small details, the plan was the same as the Grand Trunk plan. The Canadian

Government Railways' contributory plan was concurrently closed to new entrants; in other words, after the general plan was adopted, all new employees were subject to the rules and regulations of the new plan.

A few years later, a review of the experience under this non-contributory plan created some concern that the Canadian National System could not continue to stand the growing cost of a pension scheme of that type. As a result of studies made, the present Canadian National Railways' pension plan became effective on January 1, 1935. This plan provided for a cut-off between the old and the new plan as of that date. With respect to employees in the service on that date, who entered the service before attaining the age 50, and who had more than 10 years' service prior to December 31, 1934, the company undertook to pay them if they remained in service to pension age, an amount calculated on the basis of the old plan, i.e., 1 per cent of the employee's highest average compensation during any ten consecutive years to January 1, 1935, multiplied by the number of years of service to that date. This is called a *Service Pension*. To those who had less than 10 years' service on January 1, 1935, and to employees who entered the service after that date, the company undertook to pay them a pension, without any financial contribution by the employee, of $300 per annum, provided the employee remained in the service until reaching pension age. This is called a *Basic Pension*.

It was also provided that an employee having ten years' service might augment his service or basic pension by contributing to the pension trust fund, such contributions to be any even percentage from 1 per cent to 10 per cent of his salary or wages. The company undertook to match such contributions up to but not exceeding 5 per cent. The pension resulting from these joint contributions is known as a Supplemental Annuity, and in determining the employee's gross pension, is added to the service or basic pension. Contribution is not compulsory.

With respect to employees entering the service after January 1, 1935, the age limit for pension eligibility was reduced from fifty to forty-five. Effective January 1, 1947, the ten-year service requirement for contributions was waived except that the company's matching contribution does not commence until the 11th year of service.

For convenience, a summary of the salient features of the present general pension plan is given hereunder:—

Commenced—January 1, 1935.

Employee Contributions—Optional up to 10 per cent of total wages.

Company Contributions—Matching up to 5 per cent after 10 years' service, plus basic or service pension.

Refunds of Employee Contributions—With compound interest. Rule 44 with compound interest in case of death.

Qualifications for Pension—Age 65 with 20 years' service (15 years if entered service prior to January 1, 1935).

Qualifications for Disability—Age 60 years with 20 years' service.

Qualifications for Voluntary early Retirement—Age 60 with 35 years' service (Age 60 with 30 years' service at reduced rate).

Types of Pensions—Straight Life, Joint and Survivor, or Guaranteed.

Basis of Pensions

Service Pension

(*a*) With 10 or more years of service prior to January 1, 1935—1 per cent for each year of service of best 10 years' average to December 31, 1934, minimum $25, also supplemental annuity and additional service pension referred to in (*c*) and (*d*) below.

Basic Pension

(*b*) Employees not covered in (*a*)—$25 per month, also supplemental annuity referred to in (*c*) below.

Supplemental Annuity

(*c*) The product of employee and company contributions with compound interest, converted into an annuity based on approved actuarial tables.

Additional Service Pension

(*d*) If service pension, together with the supplemental annuity purchasable by a 5 per cent matched contribution, does not equal 1 per cent for each year of service of last 10 years average, the difference is made up by the Company. This provision compensates an employee who was a member of the previous plan, in respect of possible reduction in his pension under the new rules as compared with what it would have been under the old rules.

Example

Male employee, salary $100 per month, who contributes $5 per month to age 65 throughout the entire period of service, with compound interest at 3 per cent, pension expressed as a straight life annuity.

Years of Service	(a) Basic Pension	(b) Supplemental Annuity	(c) Total Pension
20	$25	$20.16	$45.16
25	25	28.96	53.96
30	25	39.15	64.15
35	25	50.97	75.97
40	25	64.67	89.67

A pension, where salary is $175 per month with 5 per cent contributions, would be Column B x 175 plus $25.

100

A 5-year guarantee is 96·02 per cent of Column C; 10-year is 86·48 per cent; 15-year is 75.32 per cent; and joint and survivor (both age 65) is 72·91 per cent of Column C.

The Intercolonial Provident Fund, hereinbefore referred to, has (December 31, 1949) 5,091 contributing members and 3,155 drawing pension. The principal features of the plan are as follows:—

Commenced—April 1, 1907.

Entry age limit—35 years if inexperienced in railway work; 45 years if experienced or if professionally employed.

Employee Contributions—1½ per cent of wages.

Company Contributions—Matching, with a limitation of $100,000 per annum.

NOTE: The fund having been insolvent for many years, the Company has had to make up the annual deficit which, for the year 1949, was $3,002,888.

Refunds of Employee Contributions—Total contributions on severance by company for other than misconduct; 90 per cent in case of death; both without interest.

Qualifications for pension—Age 65 with 15 years' service.

Qualifications for disability—15 years' service.

Qualifications for voluntary early retirement—Age 60 with 35 years' service.

Type of Pension—Straight Life.

Basis of Pension—1½ per cent for each year of service of last 8 years' average earnings, minimum $30 per month, maximum ⅔ or 8-year average .

During the year 1949, a total of 15,671 persons received pension allowances from the Canadian National Railways. The total pension costs were $12,705,434, which includes $2,474,460 as provision for pensions which will be paid subsequently. Of the total cost, $11,562,547 was assumed by the Company.

Schedule VI

COMPARISON OF MALE AND FEMALE OFFICE AND OTHER OCCUPATION RATES OF PAY, CANADIAN NATIONAL RAILWAYS

vs.

SURVEY MONTREAL AREA, BY QUEBEC INDUSTRIAL RELATIONS INSTITUTE

QUEBEC INDUSTRIAL RELATIONS INSTITUTE SURVEY—CANADIAN NATIONAL RAILWAYS

Title	* Rate wtd. average	Title	Railway Rate Sept. 1/50	Proposed Rate as Result of 40-Hour Week
	$		$	$
Bookkeeper—Grade 1	249.00	Assistant accountant	281.89	280.34
" —Grade 2	195.00	Chief collection clerk	256.89	255.34
Cashier	247.00	Cashier	266.89	265.34
Calculating machine operator—Gr. 2	158.00	Comptometer operator	201.89	200.34
Stenographer—Senior	173.00	Stenographer *(a)*	206.89	205.34
Stenographer—Intermediate	160.00	Stenographer	201.89	200.34
File Clerk—Grade 1	172.00	File clerk *(b)*	216.89	215.34
Timekeeper—Grade 1	223.00	Timekeeper	246.89	245.34
" —Grade 2	195.00	Asst. timekeeper	226.89	225.34
General Clerk—Junior	132.00	Clerk *(b)* (Probationary)	161.89	160.34
Office Boy	91.00	Office boy | messengers} *(b)* (under 21 years)	119.88	118.33
		(over 21 years)	131.53	129.98
		Sorters (under 21 years)	137.64	136.09
		(over 21 years)	146.53	144.98
Elevator operator—Passenger	170.00	Elevator operator *(c)*	191.89	190.34
Key Punch operator—Senior	183.00	Key punch operator *(a)* (over 4 years)	196.89—201.89	195.34—200.34
" " " —Intermediate	151.00	" " " *(a)* (2 to 3 years)	186.89—191.89	185.34—190.34
" " " —Junior	146.00	" " " *(a)* (less than 2 years)	171.68—177.60	170.13—176.05
Chauffeur	194.00	Chauffeur *(d)*	216.89	215.34
		NOTE: All positions are in Bonaventure Freight Office except as shown: *(a)* Revenue Accounting Department. *(b)* Operating Department. *(c)* Central Station. *(d)* Stores Department.		

* Latest revisions to October 1950.

Schedule V

COMPARISON OF RATES OF PAY IN EFFECT IN GENERAL INDUSTRY—MONTREAL, TORONTO AND CENTRAL ONTARIO WITH COMPARABLE RAILWAY CLASSIFICATIONS

Survey Classification	Railway Classification	Weighted Average Toronto	Weighted Average Central Ontario Except Toronto	Weighted Average Montreal	Railway Rate Sept. 1/50	Proposed Rate as Result of 40-Hour Week
		(Per Hour)	(Per Hour)	Per Hour)	(Per Hour)	(Per Hour)
		$	$	$	$	$
Blacksmith Grade 1	Blacksmith	1.31	1.29	1.26	1.36 1.31 } (Wt.Av. 1.27) 1.26	1·624 1·564 } (Wt.Av.1.516) 1·504
Blacksmith Grade 2	"	1.08	1.18	1.09	.....	.....
" Grade 3	Blacksmith helper	1.06	1.13	1.03	1.13 1.08 } (Wt.Av. 1.04) 1.03	1·348 1·288 } (Wt.Av. 1.24) 1·228
Carpenter Grade 1	Coach carpenter	1.30	1.27	1.24	1.26	1,504
" Grade 2	Frt. carpenter	1.17	1.21	1.18	1.19	1.42
" Grade 3	Bridgeman	1.04	1.08	1.01	·95 1st year 1.01 2nd year 1.05 3rd year 1.08 4th year	1·132 1st year 1·204 2nd year 1·252 3rd year 1·288 4th year
Electrician (Mtce) Grade 1	Electrician (rule 128)	1.40	1.34	1.23	1.26	1·504
" " Grade 2	Lineman (rule 129)	1.26	1.24	1.20	1.22	1·456
" " Grade 3	Electrical helper	1.08	1.13	1.00	1.03	1·228
Labourer (Inside)	Shop Labourer	1.00	.95	.88	.89	1.06
" (Outside)	Sectionman	1.04	1.04	.92	.85–.91 1st yr. .88–.93 2nd yr. .90–.95 3rd yr.	1·012–1·084 1st yr. 1·048–1·108 2nd yr. 1·072–1·132 3rd yr.
Machinist (Mtce) Grade 1	Machinist	1.42	1.33	1.27	1.26	1·504
" " Grade 2		1.28	1.26	1.20	.....	.....
" " Grade 3		1.10	1.16	1.15	.....	.....
" (Prod) Grade 1	Machinist	1.31	1.22	1.26	1.26	1·504
" " Grade 2		1.20	1.07	1.16	.....	.....
" " Grade 3		1.10	.95	.97	.....	.....
Painter (Mtce) Grade 1	Coach Painter	1.28	1.22	1.23	1.26	1·504
" " Grade 2	Frt. Car Painter	1.19	1.17	1.13	1.19	1.42
" " Grade 3	B and B Painter	.99	N/A	.98	1.08	1·288
" (Prod) Grade 1	Coach Painter	1.17	1.20	1.23	1.26	1·504
" " Grade 2	Frt. Car Painter	1.11	1.13	1.15	1.19	1.42
Pipe Fitter Grade 1	Pipe Fitter	1.36	1.32	1.23	1.26	1·504
" " Grade 2	" " (Air Brake)	1.24	1.26	1.18	1.19	1.42
Plumber Grade 1		1.50	1.29	1.24	.....	.....
" Grade 2	Plumber (B and B)	1.29	1.21	1.18	1.24	1.48
Receiver Grade 1	Frt. Shed Checker	1.14	1.14	1.11	1.12–1.13	1·336–1·348
" Grade 2		1.06	1.13	1.08	.....	.....
" Grade 3	Trucker	1.05	1.02	.97	.97	1·156
Shipper Grade 1	Frt. Shed Checker	1.18	1.23	1.15	1.12–1·13	1·336–1·348
" Grade 2		1.06	1.13	.98	.....	.....
" Grade 3	Frt. Trucker	1.08	1.03	.88	.97	1·156
Helper (Prod.)	Helper	1.00	1.02	.97	1.03	1·228
Welder (Acety) Grade 1	Welder (Mech.)	N/A	1.31	1.24	1.26	1·504
" Grade 2	Rail Welder	N/A	1.18	1.18	.97 1st and 2nd yr. 1.12 3rd year 1.18 4th year 1.24 after 4 years	1·156 1st and 2nd yr. 1·336 3rd year 1·408 4th year 1.48 after 4 years

SOURCE: Surveys by Central Ontario Industrial Relations Institute and Quebec Industrial Relations Institute.
NOTE: Toronto and Central Ontario rates corrected to May 1950; Montreal rates corrected to October 1950.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Metal Mining

SCHUMACHER, ONT.—MCINTYRE PORCUPINE MINES, LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from July 1, 1950, to June 30, 1951; either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There will be no discrimination, intimidation, or coercion because of an employee's union or non-union affiliation.

Hours: 8 per day 6 days per week, except where by established practise certain groups of employees work a longer shift for 5 days and a shorter shift on the sixth day, a 48-hour week in either case, with the exception of some surface workers. *Overtime:* time and one-half for all work in excess of the normal working hours, double time on 4 specified *paid holidays*.

Vacations with pay: after one year's continuous service one week, after 5 years' continuous service 2 weeks.

Hourly wage rates for certain classes: mining department—shaft leaders $1.28, shaftmen $1.13, shaft inspectors, steel and bit-man, drill repairmen, diamond drill runners $1.09; machine men, muckers-leaders, mucking machine operators, chute blasters, timbermen, trackmen, pipe-fitters, car repairman (underground), motormen, scalers, grizzlymen, ore-pass-men, waste-pass-men, crushermen, skip tenders, cage tenders, powdermen, sanitation men, lamp servicemen, samplers, trammers, fuse cutters and tamping men (surface), ventilation maintenance men, saw filers $1; slusher maintenance men, cagers $1 to $1.05; helpers, nippers, deckmen 93 cents; timber yard and treating plant—treating plant operator, sawyer $1.09; butt sawyer, timber framer $1; timber handlers 93 cents; gas locomotive operator 93 cents, helper 87 cents; labourers 87 cents, casual 77 cents; crushing plant 87 to 99 cents; mill—pipefitters, carpenters, sewing machine operators, solutions operators $1.02; mechanics 99 cents and $1.02; painters 96 and $1.02; clarifier operators, samplers, pump operators, supplymen, filter operators, flotation operators, tube mill operators 96 cents; helpers 93 and 96 cents, labourers 87 cents; assay office 90 cents to $1.10; *apprentice* rate starts at 50 cents with a 5 cents per hour increase every 6 months until the lowest helper rate is reached; high school boys on vacation (on extra crews) 52 cents. A cost-of-living bonus of 15 cents per hour has been incorporated in the above basic hourly rates.

Escalator clause: the company agrees to continue the cost-of-living bonus up to a maximum of 7 cents per hour. It is to be based on the Dominion Bureau of Statistics' cost-of-living index: for every increase (or decrease) of one point in the index above 161·8 the bonus shall be increased (or decreased) by 25 cents per week.

Both parties agree to explore the possibility of instituting a *pension plan* "which will provide for a minimum pension of say $50 a month".

Provision is made for *seniority rights* and *grievance procedure*.

SCHUMACHER, ONT.—CONIAURUM MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from August 1, 1950, to July 31, 1951; either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There shall be no discrimination against any employee because of his race, colour, religious creed or political belief or because of membership or non-membership in any lawful union or for participating in affairs of the union.

Hours: underground—8 hours from collar to collar; delays in the hoisting and lowering schedules in excess of 15 minutes shall be paid for at straight time; surface—3-shift work—8 hours per day 6 days a week; steady day shift—8½ hours for 5 days and 5½ hours for one day, a 48-hour week in either case; hoistmen, cage-tenders and deckmen on a two shift basis shall lower the shift and return it to surface as part of their regular shift's work. *Overtime:* time and one-half for all time worked in excess of an employee's daily schedule or in excess of 48 hours in any work week (except where longer week is due to regular change in shift), double time for work on 4 specified *paid holidays*.

Vacations with pay: one week after one year's continuous service, 2 weeks after 5 years' continuous service.

Wages: to the scale of wages in effect prior to the date of the agreement shall be added, as a general hourly increase, the cost-of-living bonus of 15 cents. If there should be any change in the price received by the company for its gold, the parties may re-open negotiations regarding wages.

Escalator clause: the company agrees that, commencing at a cost-of-living index of 161·9

as a base (replacing the previous base index of 133·1), the cost-of-living bonus will be continued for the duration of the agreement up to a maximum of 5 cents per hour; for each point by which the index exceeds 161·9 each employee will be paid a bonus equal to 2⅝s of a cent per hour.

The parties will explore the possibility of instituting a *pension plan* which would provide a minimum pension of about $50 a month.

Provision is made for *seniority rights* and *grievance procedure.*

TIMMINS, ONT.—DELNITE MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from October 1, 1950, to September 30, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between Coniaurum Mines Limited and Porcupine Mine Workers' Union, summarized above, with the following exceptions:—

Hours: the hours of work for employees on steady day shift shall be 8 per day 6 days a week, except for employees who by custom have worked a longer day for 5 days a week and a shorter day on the sixth.

The *cost-of-living bonus* will be continued up to a maximum of 7 instead of 5 cents.

No provision is made for an exploration of the possibility of instituting a pension plan.

PAMOUR, ONT.—BROULAN PORCUPINE MINES LIMITED AND PORCUPINE MINE WORKERS' UNION, LOCAL 100 (CCL).

Agreement to be in effect from September 15, 1950, to September 14, 1951. There shall be no discrimination or intimidation because of any activity or lack of activity, past or future, of any employee in respect to union activity or membership.

Hours: the schedules of hours in effect at the date of this agreement shall be maintained except if this should be impractical due to lack of work.

The provisions regarding overtime, paid holidays, vacations with pay and wages are similar to the ones in the agreement between Delnite Mines Limited and Porcupine Mine Workers' Union summarized above.

Manufacturing

Vegetable Foods

CHATHAM, ONT.—LIBBY, MCNEILL AND LIBBY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 127.

Agreement to be in effect from November 1, 1950 to October 31, 1951, and thereafter, subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees.

Check-off: effective August 1, 1950, a modified "Rand Formula" is to be part of the agreement: the penalties which may be exercised against the union differ from the penalties provided under the "Rand Formula" and dues are automatically deducted from employees' pay only after 4 months of continuous service.

Hours: 9 per day 5 days a week, a 45-hour week. *Overtime:* time and one-half for work in excess of above hours, except for a 4-week period on peas and a 6-week period on tomatoes and corn, when the hours shall be unrestricted for all plant employees and no overtime shall be paid; similar provisions may be made for new seasonal products. Time and one-half shall also be paid for work on Labour Day and on Sundays, except for employees regularly scheduled to work on Sundays; double time for work on 7 specified *paid holidays* (an increase of 1 from previous agreement). The company shall have the right to require hours of work including overtime and night work; penalties are provided for employees refusing to work the sixth day in a week during seasonal work. Available hours of work shall be distributed equally as far as possible; when night work is required, the company shall endeavour to rotate the employees required for such work in a fair and equitable manner.

Vacations with pay: effective January 1, 1951, the company will grant to all employees one week after 1 year's continuous service. 2 weeks after 5 years' service and 3 weeks after 15 years' service (previously only females were granted 3 weeks after 15 years' service, males after 20 years).

Wages: effective October 30, 1950, the minimum hourly wage rates for all regular year around employees shall be: for men 95 cents, for women 80 cents (an increase of 5 cents per hour over previous rates).

Provision is made for *seniority rights* and *grievance procedure.*

Tobacco and Liquors

REGINA, SASK.—SICKS' REGINA BREWERY LIMITED AND INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS OF AMERICA, LOCAL 318.

Agreement to be in effect from July 1, 1950, to July 1, 1952, and thereafter from year to year, subject to notice.

Union security: the company agrees to employ only members in good standing with the union. If the union cannot supply help within 48 hours, the company may hire other help on permit cards for a probationary period of 2 months after which they must become members of the union. During the busy season from May 1 to September 1, extra help may be employed as long as such employment does not cause any lay-offs of union members. All such extra help must have permit cards issued by the union. No employee shall be discriminated against nor discharged for his activity as a union member. Should it be necessary to reduce the number of employees no union members shall be discharged. They shall be laid off impartially and in rotation in their respective departments for not less than one day, nor more than one week at a time. Only union made malt shall be used. All other union made materials and machinery shall be given preference. The company shall be allowed to use the union label on all packages and cooperage provided all the provisions of the agreement are strictly lived up to.

Hours: for other than operating engineers —8 per day Monday through Friday, a 40-hour week, except where employees are required to work on Saturday morning, in which case they shall be entitled to ½ day off with pay in the next succeeding week;

for operating engineers—8 per day 5 days a week, a 40-hour week on continually rotating shifts (the previous agreement provided for a 44-hour week for all employees). *Overtime:* time and one-half for all work in excess of above hours and for work on Saturday afternoons; double time for work on Sundays and, in the case of operating engineers, for work in excess of 48 hours per week; double time and one-half for work on 9 specified *paid holidays* (previously 8 holidays were paid for).

Vacations with pay: 2 weeks to all union members after one year's service, 3 weeks after 20 years' service, except in the case of operating engineers and night watchmen who shall be granted 3 weeks after one year's service and 4 weeks after 20 years' service.

Minimum hourly wage rates: brewing department—first cellar man, first brewhouse man, first washhouse man $1.26½; brewhouse and cellar men, racking, pitching and washing machine operators $1.21; brewhouse and cellar helpers, washhouse helpers with over one year's service $1.15½; beginners, first 6 months $1.04½, after 6 months $1.10; bottling department—filler, labeller, crowner, soaker operators $1.21; bottleshop men $1.04½ to $1.15½; engineering department—operating engineers, second class $252.66 (per month), third class $237.66 (per month); general mechanics $1.26½; labourers, first 6 months $1.04½, second 6 months $1.10, after 1 year $1.15½; miscellaneous employees—carpenter and painter $277.66 (per month), gateman $165.66 (per month), truck driver $187.66 (per month), watchman 99 cents.

Cost-of-living bonus: if and when the Dominion Bureau of Statistics' cost-of-living index reaches 172·5 the bonus shall be paid on the basis of 5 points and any rise over 172·5 shall also be paid for. If and when the index falls below 172·5 the bonus shall be discontinued.

Provision is made for *seniority rights* and *grievance procedure.*

Printing and Publishing

Montreal, P.Q.—The Montreal Star Company, Limited, and International Typographical Union, No. 176.

Agreement to be in effect from May 15, 1950, to November 14, 1951, and for such reasonable time thereafter (not exceeding 30 days) as may be required for the negotiation of a new agreement. This agreement is similar to the one previously in effect (L.G., July, 1949, p. 874) with the following change:—

Hourly wage rates are now: for the first 12 months of the agreement (May 15, 1950, to May 14, 1951)—for day work $1.80, for night work $1.97⅓, for lobster and split shifts $2.05⅓ (an increase of 15, 16 and 16 cents, respectively, over the previous rates); for the last 6 months of the agreement (May 15, 1951, to November 14, 1951)—for day work $1.85, for night work $2.02⅔, for lobster and split shifts $2.10⅔. Apprentices' rates—31 per cent of journeymen's scale during first 6 months, 32 per cent during second 6 months, 35 per cent during third 6 months and 40, 45, 50, 55, 60, 68, 74, 79 and 84 per cent respectively during the fourth, fifth, sixth, seventh, eight, ninth, tenth, eleventh and twelfth 6 months.

Fur and Leather Products

Toronto, Ont.—Associated Fur Manufacturers of Toronto and the Fur Workers' Union, Locals 21479, 21480 and 21481 of the American Federation of Labour.

Agreement to be in effect from April 15, 1950, to April 15, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: all workers in the shops shall be members in good standing with the union. All new help shall be secured through the union; if the latter is unable to furnish suitable help within 48 hours the employer may secure help any other way, provided, however, that any experienced or classified help so secured must join the union within 2 weeks.

Check-off: the employers agree to deduct from the wages of all their employees union dues, amounting to 2 per cent of the employees' regular wages, and also all other duly levied assessments, and to remit same to the union weekly.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for all work in excess of above hours, provided that an employee must first have worked his full 40 hours during the week before being entitled to overtime rates; double time and one-half for work on 7 specified *paid holidays.* The principle of equal division of work shall be adhered to, having regard to the practical working of the shops and to the ability of the employees to perform the work. All employees who have worked for 4 weeks shall be entitled to share in the division of work. There shall be no contracting, sub-contracting, piece-work, or homework. No foreman shall be allowed to work in the factory at work other than his duties as foreman may require. Where there are more than one employer in the firm only one of them shall be allowed to work in the factory.

Vacations with pay: after 4 months' service 1 week, after 1 year's service with the same employer 2 weeks. Employees who work during the holiday period at any place whatsoever will be penalized by the loss of their vacation pay. Any employer allowing such work to be done in his factory shall be penalized a similar amount in addition to any penalty imposed on him by the Association.

Minimum weekly wage rates: cutters, first class $65, second class $55; operators, finishers, first class $48, second class $42; blockers and squarers $39.60, after 5 years' service $45.60; tapers and assistant finishers (to be classed as second class finishers) $42. Employees who are members of the union shall be entitled to an increase of 10 cents per hour from September 1, 1950. Wage adjustments between the 2 parties shall be made only during the month of February (except in the case of not fully skilled workers whose wages may be adjusted from time to time), provided that any adjustment agreed upon shall not come into effect until April 15 of the year the adjustment was made.

Apprentices: the ratio of apprentices shall be one to every 13 workers. Apprentices shall become members of the union after one year's service in the industry.

Sick Benefit and Hospitalization Fund: the employers will continue to maintain a Sick Benefit and Hospitalization Fund to be administered by a joint committee with equal representation from the union and the employers. The employers shall each contribute 1½ per cent of the regular weekly payroll to the fund. Should any health and insurance scheme be instituted by the Provincial or Federal Governments this plan shall immediately cease to function.

Provision is made for the *adjusting of disputes and complaints.*

TORONTO, ONT.—BLACHFORD SHOE MANUFACTURING COMPANY LIMITED AND THE NATIONAL UNION OF SHOE AND LEATHER WORKERS, LOCAL 19.

Agreement to be in effect from October 2, 1950, to June 30, 1951, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Union security: all present employees to whom this agreement applies shall, as a condition of employment, become and remain members of the union in good standing. New employees shall join the union within one month from the date of employment. All part-time workers must become members of the union.

Hours: 8½ per day Monday through Friday, a 42½-hour week. *Overtime:* time and one-half for work performed outside of the regular daily working hours. There shall be no work on Saturdays, Sundays and on 8 *paid holidays,* except as negotiated with the shop committee. No supervisor or foreman shall perform work during regular or overtime hours when regular employees are available, except for demonstration or instruction or in case of emergency.

Vacations with pay: after 1 year's continuous service 2 weeks, after 20 years' service 3 weeks (this last provision is a new one); employees with 3 months' but less than one year's continuous service shall receive 2 per cent of their earnings in the period that they have worked for each week of the vacation period.

Hourly wage rates: for males—minimum rate 85 cents, operation of covering 87 cents, "A" jobs $1.22, "B" jobs $1.02; for boys—minimum rate 62 cents, increased to 72 cents after one year; for females—starting rate 52 cents, increased to job rate as follows: after 1 year—group 1 (including cementing, pulling, rubbing edges, ironing, singeing) 60 cents, group 2 (including doubling, lining, punching, sorting, trimming, creasing, dressing, shaping, packing, handmarking) 66 cents, group 3 (including closing, eyeletting, taping, repairing, folding) 72 cents; after 18 months—group 4 (binding, cording, fancy stitch, perforating, skiving) 78 cents, group 5 (vamping, top stitching) 84 cents. (With a few exceptions, the above rates represent an increase of 12 cents per hour over the previous rates.) Where female help is used to replace male help, the principle of equal pay for equal work shall prevail.

Provision is made for *seniority rights* and *grievance procedure.*

Metal Products

SYDNEY, N.S.—DOMINION IRON AND STEEL LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1064.

Agreement dated October 6, 1950, to continue in effect until March 31, 1952, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. There shall be no discrimination, interference, restraint, intimidation or coercion because of membership or non-membership in the union. When hiring new employees the company agrees to give consideration to former union members, if available, and to residents of the immediate vicinity, and to encourage new employees to become members of the union.

Check-off: the company agrees to make deductions for union dues, but only upon presentation of a card signed by the employee in the presence of a witness who has also signed; such cards and all cards already in possession of the company, unless withdrawn 7 days after the signing of the agreement, shall be irrevocable, except for union employees promoted to confidential positions.

Hours: the standard working shift shall be 8 hours (for a job on a continuous basis the 8 hours include the lunch period). From April 1, 1950, to October 28, 1950, the standard work week is to be 44 hours; from October 29, 1950, to June 30, 1951, the working schedule shall be arranged so that employees will work three 40-hour weeks and one 48-hour week in each consecutive 4 weeks; from July 1, 1951, to March 31, 1952, the standard work week shall be 40 hours. *Overtime:* time and one-half for work in excess of the scheduled standard work shift (provided it exceeds 15 minutes) or the standard work week (except in the case of certain dock-workers who shall be paid straight time for any extra time worked) and for work on Sundays to those classes who have heretofore been similarly paid; double time for work on 8 specified *paid holidays;* employees, not qualifying for the holiday allowance, who work on any of the 8 holidays shall be paid time and one-half for such work.

Vacations with pay: 1 week after 1 year's continuous service, 2 weeks after 3 years' service (previously after 5 years' service) and 3 weeks after 25 years' service. The minimum number of shifts which must be worked to obtain full vacation credits is 268 for 1950 and 257 for 1951, less shifts not worked because of accidents, sickness, union duties, jury duty, etc. (previously the minimum requirement was 270 shifts).

Hourly wage rates in effect March 31, 1950, shall be amended as follows: there shall be paid a bonus of 2½ cents per hour for every hour paid for from April 1, 1950, to October 28, 1950, inclusive; from October 29, 1950, to June 30, 1951, all rates shall be increased to 4·65 per cent above the March 31, 1950, rates; commencing July 1, 1951, all rates shall be increased 12½ per cent above the March 31, 1950, rates. Where female help is employed the principle of equal pay for equal work shall apply.

Provision is made for *seniority rights, grievance procedure,* the *health and safety*

of employees and the setting up of joint *committees to study welfare and pension problems.*

TORONTO, ONT.—THE ORNAMENTAL IRON AND BRONZE CONTRACTORS' SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 128.

Agreement to be in effect from July 1, 1950, to June 30, 1951, and thereafter from year to year, subject to 90 days' notice.

Union security: all union members shall, as a condition of employment, maintain their membership in the union; new employees must become members within 30 days from the date of their employment.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work after the regular hours Monday through Friday up to 10 p.m. and for work on Saturdays up to 5 p.m. (with the exception of maintenance and housecleaning work on Saturdays from 8 a.m. to 12 noon); double time thereafter and for work on Sundays and 8 specified holidays 3 of which are *paid holidays* (previous agreement provided for 2 paid holidays).

Vacations with pay: vacation pay amounting to 4 per cent of an employee's earnings shall be granted to all employees in the form of stamps. Vacations shall be given during the months of June, July or August.

Minimum hourly wage rates: special layout men and erectors $1.40; fitters, blacksmiths and erectors $1.30, welders $1.25, rollermen and shearers, continuous operation, $1.20, helpers $1, labourers 95 cents; apprentices, first 6 months 55 cents, second 6 months 65 cents and so on to $1.25 for tenth 6 months. (The above rates are 5 cents per hour higher than the previous rates.)

Apprentices shall be at least 16 years of age. Five years shall constitute the complete apprenticeship period. One apprentice will be allowed for each 3 mechanics; if an employer has fewer than 3 mechanics he shall be allowed one apprentice.

Provision is made for *seniority rights* and *grievance procedure.*

MONTREAL, P.Q.—WARDEN KING LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from September 15, 1950, to September 14, 1951, and thereafter from year to year, subject to notice. At any time between March 1 and March 31, 1951, the company agrees to re-open negotiations on wage rates and hours of work upon receiving 15 days' notice from the union. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination, interference or coercion practised with respect to any employee because of his membership or non-membership in the union.

Check-off: the company agrees to deduct monthly union dues and initiation fees from the pay of employees who so authorize and to remit same to the union. The authorization may be cancelled only upon the employee giving 10 months' notice.

Hours: 9 per day Monday through Friday, a 45-hour week; the company agrees to notify the union 2 weeks in advance of any reduction in the hours of work. *Overtime:* time and one-half for work in excess of 8½ hours per day Monday through Friday and for work on Saturday up to the completion of 16 working hours, double time for work in excess of 16 consecutive hours Monday through Saturday and for work on Sundays and triple time for work on 8 specified *paid holidays.*

Rest and wash-up periods: two 10-minute rest periods and a 10-minute wash-up period daily will be granted all employees covered by the agreement to be paid at the employees' regular hourly rate or, in the case of piece-workers, at their average piece-work rate.

Vacations with pay: after 2 months' service ½ day for each month in excess of 2, after 1 year's service 1 week, after 2 years' service 1 week and 1 day, after 3 years' service 1 week and 2 days, after 4 years' service 1 week and 3 days, after 5 years' service 2 weeks and after 25 years' service 3 weeks.

Wages (effective June 1, 1950): piece-work rates—all previous piece-work rates shall be increased by a percentage so that the increased rates shall represent a 5 cents per hour increase; *hourly rates* (where 3 rates are given they are for classes A, B and C, respectively): radiator foundry—pourer $1.46, $1.41, $1.36; moulding machine operator, shake-out, stacker, car pusher, top plate $1.20; helper $1.20, $1.12, $1.07; radiator cleaning—tumbling mill operator, snaggers $1.24, $1.17, $1.12; testers $1.27, $1.20, $1.15; radiator core—bakers oven tenders, core rap-out, strainer core makers $1.27, $1.22, $1.17; radiator core makers $1.17, $1.12, $1.07; radiator machine—machinist setter $1.37, $1.32, $1.27; set-up man $1.32, $1.27, $1.22; tapping machine operator, radial drill operator $1.29, $1.23, $1.18; shipper $1.22, $1.17, $1.12; machine operator $1.20, $1.15, $1.10; truckers, checkers, testers helpers, radiator building machine operator $1.17, $1.12, $1.07; spray painter $1.22; boiler foundry—shake-out, moulding machine operator, mould finisher, top plate, core setter, pourer $1.20; floor moulder $1.42, $1.37, $1.32; jobbing foundry—pit moulders, floor moulders $1.42, $1.37, $1.32; bench moulders $1.37, $1.32, $1.27; crane operators $1.32, $1.27, $1.22; pit moulders (improver) $1.27, $1.22, $1.17; helpers $1.17, $1.12, $1.07; boiler machine shop—machinist and setter, tool grinder and setter, reaming machine operator $1.37, $1.32, $1.27; heavy machine operator $1.32, $1.26, $1.21; bench fitter $1.30, $1.24, $1.19; boiler assembler $1.25, $1.19, $1.14; stock keeper $1.22, $1.17, $1.12; nipple machine operator, tool crib attendant $1.17, $1.12, $1.07; maintenance—master electrician, master plumber and steamfitter $1.52, $1.47, $1.42; journeyman electrician, general maintenance welder, millwright $1.42, $1.37, $1.32; general maintenance $1.39, $1.34, $1.29; blacksmith $1.37, $1.32, $1.27; electrician helper, plumber and steamfitter helper $1.27, $1.22, $1.17. The following special rates are provided for certain classes for all productive hours worked: pourers, shake-out $1.42 to $1.60; top plate, moulders, core setter, mould finisher $1.42; for all non-productive labour hours they shall revert to their regular hourly rate. *Apprentices*—first 6 months 87 cents with an increase of 5 cents per hour every 6 months; after 3 years they shall

advance to the "C" rated improvers' hourly rate. The company will continue to pay bonuses in the foundries to units with a low percentage of scrap. The above rates are from 10 to 15 cents per hour higher than the rates provided in the previous agreement.

Night shift differential: a bonus of 12½ per cent per hour shall be paid for work on the second and third shifts.

Provision is made for *grievance procedure* and *seniority rights.*

ST. CATHARINES, ONT.—ENGLISH ELECTRIC COMPANY OF CANADA LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 4152.

Agreement to be in effect from July 12, 1950 to July 11, 1952, and for a further period of one year unless either party gives notice of termination at least 60 days before the expiry date.

Union security: all employees, subject to the provisions of this agreement, who are members of the union, shall remain members during the term of this agreement. New employees shall become members of the union within 30 days and will then be subject to deductions for initiation fee and union dues.

Check-off: the company will deduct union dues monthly from the pay of all employees within the bargaining unit and remit same to the union.

Hours: from July 14, 1950—8½ per day Monday through Thursday, 7½ on Friday, a 41½-hour week; from July 15, 1951—8 per day Monday through Friday, a 40-hour week. (Previous agreement provided for a 42½-hour week.) *Overtime:* time and one-half for work on Saturdays and for the first 4 hours in excess of the normal daily hours, double time thereafter and for work on Sundays, double time and one-half for work on 8 specified *paid holidays,* provided, however, that when an employee has been absent without authorization, overtime payment shall be limited to hours worked beyond the scheduled hours for that week. (The previous agreement provided for time and one-half for all hours in excess of the normal daily hours.)

Rest periods: employees will be granted one 10-minute rest period per shift (previously two 10-minute rest periods were granted) and one-5-minute wash-up period.

Vacation pay shall be 2 per cent of annual earnings after 3 months' continuous service, 2½ per cent after 2 years' continuous service, 4 per cent after 3 years and 6 per cent after 20 years' continuous service.

Hourly wage rates for certain classes (excluding supervisors and learners) for the periods beginning July 14, 1950, and July 15, 1951, respectively: pattern shop—patternmaker 89 cents to $1.57 and 93 cents to $1.63; boxmaker $1.12 to $1.29 and $1.17 to $1.34; woodworker $1.12 to $1.35 and $1.17 to $1.40; cabinet maker and carpenter $1.23 to $1.39 and $1.28 to $1.45; clerk, female 89 to 93 cents and 93 to 97 cents; machine shop $1.12 to $1.46 and $1.17 to $1.52; press room $1.12 to $1.35 and $1.17 to $1.40; transformer $1.12 to $1.35 and $1.17 to $1.40; motors $1.12 to $1.32 and $1.17 to $1.37; inspection $1.12 to $1.46 and $1.17 to $1.52; switchgear $1.12 to $1.39 and $1.17 to $1.45; toolroom $1.12 to $1.62 and $1.17 to $1.68; welding $1.12 to $1.40 and $1.17 to $1.46; test $1.16 to $1.46 and $1.21 to $1.52; packing and crating $1.12 to $1.29 and $1.17 to $1.34; shipping $1.12 to $1.21 and $1.17 to $1.26; maintenance $1.12 to $1.45 and $1.17 to $1.51; general labour $1.12 and $1.17; females, in various departments 89 cents to $1.08 and 93 cents to $1.12. (The rates for the period beginning July 14, 1950, are in most cases 8 cents per hour higher than the previous rates.)

An *off-shift premium* of 6⅔ per cent shall be paid employees on a regularly scheduled shift commencing after 2 p.m.

Provision is made for *seniority rights* and *grievance procedure.*

Construction

TORONTO, ONT.—THE ORNAMENTAL IRON AND BRONZE CONTRACTORS' SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIPBUILDERS AND HELPERS OF AMERICA, LOCAL 128.

The agreement between the parties summarized above under Manufacturing: Metal Products applies as well to erection work in this industry.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of five others. In addition to those summarized below, they include: the amendment of the agreement for barbers and hairdressers at Victoriaville published in the *Quebec Official Gazette* of December 2, and amendments to the agreements for barbers and hairdressers at Chicoutimi and at Quebec in the issue of December 9.

A request for a new agreement for longshoremen (ocean and inland) at Sorel and requests for the amendment of the agreements for the printing trades at Montreal, for barbers and hairdressers at Valleyfield and at Joliette were gazetted November 25. Requests for the amendment of

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

the agreements for the shoe manufacturing industry and for truck drivers at Montreal were published December 2. Requests for the amendment of the agreements for the corrugated paper box industry, for the ladies' cloak and suit industry and for tannery workers in the province and for the building trades at St. Hyacinthe were gazetted December 9; requests for the amendment of the agreements for garage employees at Quebec and for the uncorrugated paper box industry, for millinery workers and for tannery employees in the province were gazetted December 16.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated November 23, and gazetted December 2, extends the term of the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902, and previous issues) to February 1, 1951.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL.

An Order in Council, dated November 16, and gazetted November 25, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., representing certain companies engaged in the ornamental iron and bronze industry and the United Steel Workers of America, Local 2366. Agreement to be in effect from November 25, 1950, to November 24, 1952, and thereafter from year to year, subject to notice. The agreement is administered by the Building Materials Joint Committee and applies to the manufacture and erection of industrial and building metalwork (with the exception of structural steel framing for buildings) and to architectural work in all metals used for ornamentation; architecturally or for utilitarian purposes.

Territorial jurisdiction comprises the Island of Montreal, Ile Bizard, the counties of l'Assomption, Terrebonne, Laval, Deux-Montagnes, Argenteuil, Soulanges, Vaudreuil, Beauharnois, Châteauguay, Laprairie, Chambly, St. Jean and Iberville.

Hours: 8 per day, 4 on Saturday, a 44-hour week. However, by mutual agreement between employer and employees, the 44-hour week may be distributed by working 9 hours per day Monday to Thursday, 8 hours on Friday.

Overtime is payable at time and one-half, double time for work on Sundays and 7 specified holidays, as provided for in the former agreement. Employees are now entitled to 3 *paid holidays* instead of 2 as provided for in the previous agreement.

Minimum hourly wage rates for mechanics and erectors are increased from $1.17 per hour to $1.25; fitters, blacksmiths from $1.04 to $1.12; helpers (shop or field) from 90 cents to $1 per hour. Rates for *apprentice-mechanics* are based on a percentage of the mechanics' rates and are as follows: from 25 per cent during the first 6 months to 75 per cent during the fourth year. *Night shift* employees to receive a premium of 10 per cent in excess of the day rates. Employees called to work will receive a minimum of 4 hours at prevailing rates for each time called if no work is available.

Cost-of-living escalator clause: this agreement shall be re-opened whenever the cost-of-living index, as established by the Dominion Bureau of Statistics, shall have advanced 5 points in the City of Montreal. The wage rates herein established shall then be readjusted on a percentage basis, calculating from the index figure in effect on September 21, 1950, on which date the agreement was signed.

Vacation: one week with pay after one year of service; 2 weeks with pay after 7 years of continuous service. One-half day for each full month of service to those employed less than one year and one full day for each full month of service to those employees entitled to 2 weeks' vacation with pay who have not completed the current year of service. (The provision governing 2 weeks' vacation with pay was not included in the terms of the former agreement.)

Provision is made for *apprenticeship* regulations and for board, room and travelling expenses for *out-of-town work.*

Construction

BUILDING TRADES, MONTREAL.

An Order in Council, dated November 30, and gazetted December 9, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067).

Minimum hourly wage rates for employees of the elevator construction industry in the Montreal region are increased by 13 cents per hour for mechanics and by 10 cents per hour for helpers, so that the new minimum wage rate for mechanics is $1.75 and for helpers, $1.23 per hour.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During November

(1) ***Works of Construction, Remodelling, Repair or Demolition.***

During the month of November the Department of Labour prepared 120 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 136 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) ***Contracts for the Manufacture of Supplies and Equipment.***

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . .	9,836	$65,136,992.33
Post Office.	15	181,474.93
Public Works.	5	36,415.21
R.C.M.P.	7	178,987.78

(3) ***Arrears of Wages.***

During the month of November the sum of $438.56 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 21 employees concerned.

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Between Cardston and Lethbridge Alta.	Raising C.P.R. Crossings at Miles 42·3 and 42·43, St. Mary Milk River Project.	Continental Construction, Ltd., Regina, Sask.	$ 72,915 00	Mar. 14, 1950
Canadian Commercial Corporation				
St. John's, Nfld.	Conversion of coal burning unit to oil, H.M.C.S. "Avalon".	John Clouston, Ltd., St. John's, Nfld.	23,625 00	Aug. 21, 1950
Summerside, P.E.I.	Installation of an underground steam distribution system, R.C.A.F. Station.	Connolly & Twizell, Ltd., Montreal, P.Q.	239,359 00	July 14, 1950
Chatham, N.B.	Construction of runway and drainage system, R.C.A.F. Station.	Diamond Construction Co., Ltd., Fredericton, N.B.	491,643 00	Aug. 11, 1950
Dartmouth, N.S.	Installation of heating systems in hangars 108 and 109, H.M.C.S. "Shearwater".	T. P. Lusby & Co., Ltd., Halifax, N.S.	19,008 95	Nov. 17, 1950
Hammond Plains, N.S.	Construction of mast bases and anchor blocks, R.C.C.S. Receiving Station.	Annapolis Valley Construction, Ltd., Truro, N.S.	19,650 00	Nov. 18, 1950
Quebec, P.Q.	Renovation of roofing, Armoury Building, The Citadel.	Eugene Falardeau, Ltd., Quebec, P.Q.	8,345 00	Nov. 20, 1950
St. Hubert, P.Q.	Construction of automatic VHF/DF Building R.C.A.F. Station.	R. M. Clark Construction Co., Ltd., Montreal, P.Q.	4,447 00	Aug. 15, 1950
Camp Borden, Ont.	Construction of a Technical Training Building, R.C.A.F. Station.	A. W. Robertson, Ltd., Toronto, Ont.	875,000 00	Oct. 26, 1950
Camp Borden, Ont.	Construction of a 250 man barrack block	Bennett-Pratt Ltd., Weston, Ont.	583,210 00	June 19, 1950
Camp Borden, Ont.	Repairs to sub-structure and floors, Airmen's Mess, A-131, R.C.A.F. Station.	F. D. Howie Construction, Ltd., Toronto, Ont.	10,650 00	Nov. 30, 1950
Camp Borden, Ont.	Interior and exterior painting, Building P. 27 and R.C.A.S.C. garage and workshop.	J. J. Salt, Ltd., Toronto, Ont.	3,800 00	July 11, 1950
Centralia, Ont.	Repairs to hangar doors on seven hangars at R.C.A.F.Station	Richards-Wilcox Canadian Co., Ltd., London, Ont.	9,689 00	Nov. 22, 1950
Downsview, Ont.	Exterior painting of buildings, R.C.A.F. Station	John W. Bavington, Ltd., Toronto, Ont.	15,753 00	Nov. 10, 1950
Kingston, Ont.	Alterations to heating system, Fort Frontenac	Kingston & Salmon, Ltd., Prescott, Ont.	52,200 00	Nov. 4, 1950
London, Ont.	Re-paving of roads, R.C.A.F. Station	A. Cope & Sons, Ltd., Hamilton, Ont.	8,161 50	Aug. 23, 1950
Petawawa, Ont.	Provision of a forty vehicle garage	M. Sullivan & Son, Ltd., Arnprior, Ont.	124,413 00	Nov. 9, 1950
Rockcliffe, Ont.	Laying culvert and filling drainage ditch, R.C.A.F. Station	Valley Construction Co., Hurdman's Bridge, Ont.	7,330 00	Aug. 16, 1950
Trenton, Ont.	Sub-floor repairs to various buildings, R.C.A.F. Station	Cobourg Flooring & Roofing Co., Cobourg, Ont.	35,396 60	Dec. 4, 1950
Trenton, Ont.	Exterior painting of buildings, R.C.A.F. Station	National Painting & Decorating, Ltd., Toronto, Ont.	13,900 00	Dec. 4, 1950
Rivers, Man.	Paving with asphalt, and repair to runway shoulders and ends of glider parking areas, C.J.A.T.C.	Commonwealth Construction Co., Ltd., Winnipeg, Man.	20,600 00	Dec. 11, 1950
Rivers, Man.	Repairs to roofs, C.J.A.T.C.	W. A. Moffatt Co., Toronto, Ont.	73,087 50	June 20, 1950
Calgary, Alta.	Re-flooring drill hall, R.C.A.F. Station, No. 11 Supply Depot.	C. M. Smith & Son, Calgary, Alta.	13,155 00	Nov. 8, 1950
Calgary, Alta.	Repairs to roads and surface drainage, No. 9403 Unit R.C.A.F. Station.	Standard Gravel & Surfacing of Canada, Ltd., Calgary, Alta.	16,878 00	Nov. 10, 1950
Namao, Alta.	Exterior covering of hangars and warehouses, R.C.A.F. Station.	Axel Johnson Construction, Ltd., Edmonton, Alta.	77,328 25	Nov. 14, 1950
Ralston, Alta.	Interior painting of residences	William Sigalet & Co., Ltd., Calgary, Alta.	20,900 00	Nov. 7, 1950
Boundary Bay, B.C.	Construction of concrete sidewalks, permanent married quarters.	Columbia Bitulithic, Ltd., Vancouver, B.C.	13,713 00	Nov. 8, 1950
Boundary Bay, B.C.	Erection of fences for permanent married quarters, Vancouver Wireless Station.	D. M. McKenzie & Son, Vancouver, B.C.	9,197 87	Nov. 7, 1950
Esquimalt, B.C.	Provision of permanent SLDS and outside stairway, Belmont Battery.	Northern Construction Co., & J. W. Stewart, Ltd., Vancouver, B.C.	12,000 00	Feb. 9, 1950
Jericho Beach, B.C.	Construction of stand-by power house	Commonwealth Construction Co., Ltd., Vancouver, B.C.	13,450 00	Nov. 14, 1950
Kamloops, B.C.	Repairs to river bank protection, No. 15 'X' Depot.	Eric Larsen, Ltd., North Kamloops, B.C.	6,942 50	Dec. 1, 1950
Whitehorse, Y.T.	Construction of a 166 man barrack block	Marwell Construction Co., Ltd., Vancouver, B.C.	619,792 00	July 17, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Albro Lake, N.S.	Landscaping	Rosehall Nurseries, Ltd., Brantford, Ont.	$ 8,793 42	*
Dartmouth, N.S.	Construction of a school, Stage II, H.M.C.S. "Shearwater"	Acadia Construction Co., Ltd., Bridgewater, N.S.	226,600 00	Aug. 23, 1950
Halifax, N.S.	Painting of buildings	Salsman & Sons, Ltd., Halifax, N.S.	2,985 00	*
New Glasgow, N.S.	Installation of water and sewer connections	Town of New Glasgow, New Glasgow, N.S.	4,972 31	*
Tufts Cove, N.S.	Installation of overhead electrical lighting system	The Nova Scotia Light & Power Co., Ltd., Halifax, N.S.	14,235 75	June 6, 1950
Tufts Cove, N.S.	Diverting power lines	The Nova Scotia Light & Power Co., Ltd., Halifax, N.S.	3,265 08	*
Tufts Cove, N.S.	Erection of a tank and construction of pipeline	Trynor Construction Co., Ltd., St. George, N.B.	53,655 25	Oct. 25, 1950
Chatham, N.B.	Driveway servicing of "Terminal Houses"	George Mabee, Saint John, N.B.	1,750 00	*
Saint John, N.B.	Construction of parking area and guard fences	George Mabee, Saint John, N.B.	2,445 30	*
Saint John, N.B.	Removal of earth for parking areas	George Mabee, Saint John, N.B.	7,200 00	Oct. 30, 1950
Saint John, N.B.	Landscaping	Maritime Landscape Gardening Co., Moncton, N.B.	16,336 00	*
Saint John, N.B.	Installing cellar floors, drains, etc. and also excavation	George Mabee, Saint John, N.B.	2,416 61	*
Bagotville, P.Q.	Installation of electrical services	Bedard-Girrad, Ltd., Montreal, P.Q.	35,640 00	Oct. 31, 1950
Bagotville, P.Q.	Installation of ground services	Raoul Plourde & Pitre Desbiens, Laterriere, P.Q.	115,956 90	Oct. 30, 1950
Farnham, P.Q.	Completion of landscaping for 30 houses	E. M. Meeks, Montreal, P.Q.	5,400 00	*
Montreal, P.Q.	Fire damage repairs, St. Laurent	Lakeside Construction Co., Montreal, P.Q.	1,628 00	*
Montreal East, P.Q.	Fire damage repairs	A. Gravel & Fils, Montreal, P.Q.	1,965 00	*
Rouyn, P.Q.	Landscaping	Arthur Guertin, Rouyn, P.Q.	1,850 00	*
St. Hubert, P.Q.	Construction of house walks	Fortin & Lamothe Enrg., Ville St. Joseph, P.Q.	8,000 00	July 28, 1950
Ajax, Ont.	Installation of doors and inserts for entrances	Smith Doors, Ajax, Ont.	2,760 00	*
Ajax, Ont.	Repair filter beds re: sewage disposal plant	Marino Construction, Toronto, Ont.	4,000 00	*
Ajax, Ont.	Construction of temporary roads	Griffith & Crane Construction Co., Grimsby, Ont.	1,434 79	*
Ajax, Ont.	Roof coating	Moran Enterprises, Picton, Ont.	1,396 00	*
Barrie, Ont.	Installation of storm doors and painting	The Cabinet Shop, Barrie, Ont.	1,300 00	*
Brantford, Ont.	Installation of doors	E.P.A. Construction Co., London, Ont.	2,100 00	*
Camp Borden, Ont.	Landscaping pathways and house walks at 88 houses	Thomas G. Wilcox & Sons, Ltd., Midland, Ont.	22,869 20	*
Centralia, Ont.	General work	Ontario Construction Co., Ltd., St. Catharines, Ont.	1,263 43	*
Fort William, Port Arthur, Ont.	Insulation of 109 houses, Projects 5/48 and 9/48	New Method Insulation Co., Fort William, Ont.	9,265 00	Oct. 31, 1950
Gloucester, Ont.	Grading and installation of a pump	E. R. Tremblay, Ottawa, Ont.	1,362 50	*
Kitchener, Ont.	Installation of combination storm doors	E.P.A. Construction Co., London, Ont.	2,125 00	*
Niagara Falls, Ont.	Waterproofing basements	Covello Bros., Merritton, Ont.	1,530 00	*
Niagara Falls, Ont.	Work on wooden walks	Moir Construction, St. Catharines, Ont.	2,125 00	*
North Bay, Ont.	Stripping top-soil	McDonald & Lyon, North Bay, Ont.	8,000 00	*
North Bay, Ont.	Clearance of all standing timber	H. A. Hennessy, North Bay, Ont.	3,600 00	*
North Bay, Ont.	Construction of 170 housing units	Sterling Construction Co., Ltd., Windsor, Ont.	1,246,271 47	Oct. 20, 1950
North Bay, Ont.	Construction of sewers and watermains, etc., to service 170 houses (approx.)	Sterling Construction Co., Ltd., Windsor, Ont.	57,806 10	Oct. 20, 1950
Pembroke, Ont.	Insulation and storm windows, etc.	E. Vadeboncoeur, Hull, P.Q.	1,739 65	*
Thorold, Ont.	Elimination of deficiencies	Covello Bros., St. Catharines, Ont.	1,105 00	*
Toronto, Ont.	Landscaping, Danforth Court	A. T. Johnson, Toronto, Ont.	2,139 50	*
Windsor, Ont.	Installation of 500 combination doors	Service Hardware, Ltd., Windsor, Ont.	11,490 00	Oct. 30, 1950
Windsor, Ont.	Installation of driveways	Sterling Construction Co., Ltd., Windsor, Ont.	4,776 30	*
Wingham, Ont.	Elimination of deficiencies	Carl Henry, Gadshill, Ont.	1,510 75	*
Woodstock, Ont.	Elimination of deficiencies	Carl Henry, Gadshill, Ont.	4,169 50	*
Calgary, Alta.	Construction of maintenance warehouse and alterations to existing workshop.	T. S. Glover, Calgary, Alta.	3,853 00	*

Edmonton, Alta.	Construction of sewer and water services, roads and walks	Sparling-Davis Co., Ltd., Edmonton, Alta.	116,940 78	Oct. 18, 1950
Leduc, Alta.	Installation of furnace burners and hot water heaters	Leduc Plumbing & Heating, Leduc, Alta.	2,267 50	*
Namao, Alta.	Construction of roads	Arthur A. Voice, Edmonton, Alta.	27,425 00	July 21, 1950
Namao, Alta.	Installation of an escalator	Hume & Rumble, Ltd., Edmonton, Alta.	44,700 00	Sept. 15, 1950
Boundary Bay B.C.	Installation of street lighting and fire alarm systems	J. H. McRae Co., Ltd., Vancouver, B.C.	17,381 00	Oct. 17, 1950
Chilliwack, B.C.	Installation of new pump units and reinstallation of present pump units.	Dalgleish Bros., Ltd., Chilliwack, B.C.	1,810 41	*
Macaulay Point, B.C.	Grading and paving of streets and driveways	Williams & Carrothers, Ltd., Vancouver, B.C.	21,846 00	Sept. 14, 1950
Vancouver, B.C.	Landscaping at "Renfrew Heights"	Board of Park Commissioners, Vancouver, B.C.	30,000 00	*
Vancouver, B.C.	Watermain maintenance	Baynes-Manning, Ltd., Vancouver, B.C.	2,213 17	*
Vancouver, B.C.	Installation of water services and repairs	Baynes-Manning, Ltd., Vancouver, B.C.	2,546 22	*
Vancouver, B.C.	Surveying	Underhill& Underhill, Vancouver, B.C.	1,652 20	*
Vancouver, B.C.	Miscellaneous grading	Howard Shields, New Westminster, B.C.	1,679 29	*
Vancouver, B.C.	Construction of garages, painting storage building, and asphalt paving of yard area.	Robinson Bros. Construction Co., Ltd., New Westminster, B.C.	5,436 42	Nov. 3, 1950
Vancouver, and New Westminster, B.C.	Porch screening	B.C. Anchor Fence Co., Vancouver, B.C.	3,701 36	*

National Harbours Board

Halifax, Harbour N.S.	Construction of transit shed, Pier 3	E. G. M. Cape & Co., Montreal, P.Q.	1,110,184 00	June 7, 1950
Vancouver Harbour, B.C.	Construction of fill for railway spur at No. 4 Elevator	MacKenzie Barge & Derrick Co., Ltd., Vancouver, B.C.	19,170 00	Nov. 17, 1950

National Research Council

Chalk River, Ont.	Erection of an extension to Building 250	Robertson Construction & Engineering Co., Ltd., Niagara Falls, Ont.	400,000 00	Aug. 14, 1950

Department of Public Works

Drum Head, N.S.	Removal of old wharf	J. P. Porter Co., Ltd., Montreal, P.Q.	7,500 00	Sept. 21, 1950
Halifax, N.S.	Alterations to 6th floor—Federal Building	Foundation Maritime, Ltd., Halifax, N.S.	13,250 00	Nov. 3, 1950
Kentville, N.S.	Construction of an agricultural science service laboratory building.	M. A. Condon & Son, Kentville, N.S.	227,248 00	Oct. 26, 1950
Shubenacadie, N.S.	Construction of a nursing station	Joseph S. Surette, Eel Brook, N.S.	9,700 00	Sept. 8, 1950
Sydney, N.S.	Additional mooring facilities	J. P. Porter Co., Ltd., Montreal, P.Q.	14,942 40	Aug. 21, 1950
Levis, P.Q.	Construction of a quarantine barn	Eugene Jinchereau, Quebec, P.Q.	49,980 00	Sept. 25, 1950
Montreal, P.Q.	Construction of the Delorimier Postal Station	J. A. A. Leclair, Dupuis, Ltd., Montreal, P.Q.	190,574 00	Nov. 9, 1950
Ste. Anne de Bellevue, P.Q.	Drainage, paved walks and games surface, Military Hospital	Trudeau & Fils, Ltee, Ste. Anne de Bellevue, P.Q.	16,990 00	Sept. 8, 1950
St. Godefroi, P.Q.	Wharf replacement	George K. Steele, New Carlisle, P.Q.	70,990 00	Sept. 14, 1950
Elsas, (Lake Kapuskasing), Ont.	Construction of a wharf	Thos. McDonald, Kirkland Lake, Ont.	4,550 00	Aug. 23, 1950
Hamilton, Ont.	Repairs to parapet, Dominion Public Building	W. H. Yates Construction Co., Ltd., Hamilton, Ont.	22,677 00	Nov. 15, 1950
London, Ont.	Installation of automatic sprinklers in Wards "G", "H", "J" and "K", Westminster Hospital.	Vipond Automatic Sprinkler Co., Toronto, Ont.	30,197 00	Nov. 8, 1950
London, Ont.	Installation of grounds' lighting, Westminster Hospital	Alford Electric, Ltd., London, Ont.	13,878 00	Sept. 22, 1950
London, Ont.	Repairs to flashings and coping stones, Active Treatment Building, Westminster Hospital.	McKay-Cocker Construction, Ltd., London, Ont.	8,430 00	Nov. 4, 1950
Ottawa, Ont.	Alterations to 2nd floor—South Wing—Temporary Building No. 5.	Dagenais and Major, Ltd., Ottawa, Ont.	15,199 00	Nov. 25, 1950
Ottawa, Ont.	Ventilation and alterations to radiation, etc., Copeland Building.	J. E. Copeland Co., Ltd., Ottawa, Ont.	31,588 00	Oct. 31, 1950
Ottawa, Ont.	Addition to Auxiliary Building, Radiology Laboratory, National Research Laboratories, Sussex Street	A. Lanctot Construction Co., Ottawa, Ont.	46,694 00	Sept. 25, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING NOVEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
Ottawa, Ont.	Repairs to roofs—Connaught Building	J. R. Douglas, Ltd., Ottawa, Ont.	$ 7,237 00	Nov. 25, 1950
Ottawa, Ont.	Power plant building, Tunney's Pasture Development	Thomas Fuller Construction Co., Ltd., Ottawa, Ont.	616,560 00	Oct. 26, 1950
Toronto, Ont.	Road and drainage improvements, Sunnybrook Hospital	Kamlee Construction, Ltd., Toronto, Ont.	20,880 00	Oct. 19, 1950
Killarney, Man.	Erection of new Public Building	Peter Leitch Construction, Ltd., Winnipeg, Man.	98,998 00	Oct. 13, 1950
Lockport, Man.	Improvements to bridge (main deck and handrail South side), St. Andrews Lock and Dam.	R. A. Blyth, Toronto, Ont.	107,235 00	Aug. 8, 1950
Winnipeg, Man.	Addition and alterations, R.C.M.P. garage	Randver Sigurdson, Winnipeg, Man.	51,500 00	June 21, 1950
Winnipeg, Man.	New main entrance, etc., Deer Lodge Hospital	G. A. Baert, St. Boniface, Man.	30,964 00	Aug. 31, 1950
Regina, Sask.	Improvements to lighting on ground and 4th floors, Public Building.	Northwest Electric Co., Ltd., Regina, Sask.	7,876 00	Oct. 24, 1950
Regina, Sask.	Installation of pumping equipment and well—R.C.M.P. Barracks.	R. E. Creelman, & Sons Saskatoon, Sask.	8,725 00	Nov. 8, 1950
Fraser River, (Port Mann Channel), B.C.	Improvements (pile training wall)	Fraser River Pile Driving Co., Ltd., New Westminster, B.C.	180,095 00	Aug. 3, 1950
Fraser River, B.C.	Improvements (channel protection No. 1 Island)	Gilley Bros., Ltd., New Westminster, B.C.	290,000 00	Aug. 3, 1950
Harrison Lake, B.C.	Wharf reconstruction	Fraser River Pile Driving Co., Ltd., New Westminster, B.C.	19,931 77	Aug. 17, 1950
Powell Lake, B.C.	Repairs to wharf and float	Gulf Coast Construction Co., Ltd., Westview, B.C.	9,791 50	Aug. 17, 1950
Sointula, B.C.	Wharf repairs and float renewals	Horie Latimer Construction Co., Ltd., Vancouver, B.C.	9,556 00	Aug. 21, 1950
Vancouver, B.C.	Alterations for new kitchen—4th floor, Immigration Building	George D. McLean & Associates, Vancouver, B.C.	7,395 00	Nov. 3, 1950
Victoria, B.C.	Construction of Veterans' Pavilion, Veterans' Hospital	Dawson & Hall, Ltd., Vancouver, B.C.	362,264 00	Oct. 24, 1950
Pictou, N.S.	Construction and delivery of a Scotch Marine Boiler for Dredge "P.W.D. No. 4".	Pictou Foundry & Machine Co., Ltd., Pictou, N.S.	13,960 00	*
Leonardville, N.B.	Dredging	Saint John Dredging Co., Ltd., East Saint John, N.B.	79,115 70	*
Fraser River, B.C.	Dredging	British Columbia Bridge & Dredging Co., Ltd., Vancouver, B.C.	43,500 00	*
Department of Resources and Development				
Seven Islands, P.Q.	Laying of water pipe lines, construction of an overflow dam, an intake pumphouse and a combined main pumphouse and reservoir on the Indian Reserve.	North Shore Construction Co., Ltd., Montreal, P.Q.	27,500 00	June 28, 1950
Department of Transport				
Fredericton, N.B.	Construction of radio range building	Diamond Construction Co., Ltd., Fredericton, N.B.	27,535 00	Sept. 16, 1950
Dorval, P.Q.	Construction of inbound trans-border passenger unit, Montreal Airport.	Quemont Construction Inc., Montreal, P.Q.	20,265 00	Aug. 30, 1950
Seven Islands, P.Q.	Construction of Rawinsonde Tower, dwellings, etc.	Lucien Tremblay, Riviere Portneuf, P.Q.	72,940 00	Aug. 24, 1950
Malton, Ont.	Alterations to Administration Building	Pullam Construction, Ltd., Toronto, Ont.	27,750 00	Aug. 30, 1950
North Bay, Ont.	Additional development of airport	Cart Paving Co., Ltd., Toronto, Ont.	572,649 72	Sept. 13, 1950
Trafalgar, Ont.	Construction of Radio Beacon Station	S. McNally & Sons, Ltd., Hamilton, Ont.	59,597 50	July 31, 1950
Windsor, Ont.	Repairing roof trusses, hangar H. 1, at airport	A. F. Byers Construction Co., Ltd., Montreal, P.Q.	10,500 00	Nov. 28, 1950

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Recent Regulations Under Dominion and Provincial Legislation

A general increase of 20 per cent has been made in minimum wage rates in Quebec. The minimum for forest workers in that Province has also been raised by approximately 20 per cent. ¶The Board of Industrial Relations in British Columbia has revised several more Minimum Wage Orders, in each case increasing the minimum rates. ¶The regulations governing stationary engineers in British Columbia have been revised. ¶In Alberta, the weekly newspaper trade has been removed from the Apprenticeship Act.

In Quebec, the minimum rates of wages for all factory, shop, office and hotel employees and other workers covered by General Minimum Wage Order 4 are now 20 per cent higher, as the result of new regulations. A similar 20 per cent increase in the minimum for woodsmen governed by Order 39 has also been put in effect.

In British Columbia, revised Minimum Wage Orders were issued for taxicab drivers and janitors. In revising its Minimum Wage Order for the taxicab industry, the Board of Industrial Relations made an important change similar to that made for a section of the transportation industry in 1948, applying the principle of punitive overtime rates for work done in excess of certain specified hours. Former restrictions on hours, by which longer hours than those provided by the Hours of Work Act were permitted, have been removed. Janitors and janitresses working in apartment buildings are now covered by a Minimum Wage Order; another Order applies to those employed in buildings other than apartment houses. Previously, there was an Order for each sex establishing uniform rates but no distinction was made in the type of building. In all three revised Orders, an increase was made in the minimum rate.

Under the Alberta Apprenticeship Act, changes were made in the rules for the radio technician and sheet metal trades, and the weekly newspaper trade was removed from the Act.

Revised regulations governing the qualification and certification of stationary engineers were issued in British Columbia, as a consequence of 1950 amendments to the Boiler and Pressure-vessel Act.

DOMINION

Canada Shipping Act

The pilotage by-laws governing four pilotage districts have recently been amended.

In the districts of British Columbia, Sydney and Halifax, the by-laws were amended by Orders in Council P.C. 5165, 4969 and 5195, respectively, with respect to eyesight and hearing tests, and qualifications for pilots' licences. Changes were also made regarding the movage rates in these districts. In the Restigouche River district, the surcharge on pilotage dues was raised.

In the British Columbia, Sydney and Halifax districts, on entering the pilotage service and every fifth year thereafter until they reach the age of 50, pilots must undergo examinations in eyesight and hearing as prescribed in the by-laws. A pilot over 50 years of age is required to have these tests every second year. The licence of a pilot who fails to pass the examination will be suspended. Previously, annual eyesight and hearing tests were required. The same change was made in the by-laws for the Montreal district in June, 1950 (L.G., 1950, p. 1698).

Slight amendments were made with regard to the certificates of competency which a candidate for a pilot's licence in the Sydney and Halifax districts must hold. Candidates in these districts must be Canadian citizens resident in Canada, between the ages of 25 and 50 years and of good character and habits. Candidates in the British Columbia district must be Canadian citizens resident in Canada and be between the ages of 30 and 50 years.

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The former requirement was that candidates should be British subjects resident in Canada. The age limits are unchanged.

An amendment to the Sydney by-laws deleted the section providing that in addition to the pilotage dues a flat rate of $5 must be paid for embarking or disembarking the pilot by pilot boat, and in the British Columbia district the section was omitted which provided for a charge of $10 for each occasion on which a pilot boat stationed at Victoria is used to embark or disembark a pilot. A similar amendment in all three districts fixes the pilotage dues payable for moving a dead ship.

The by-laws for the Halifax district were amended to provide that each year out of the gross pilotage dues received there should be set aside for the Superannuation Fund a percentage of the revenue, to be determined by the Pilotage Authority after yearly consultation with the Pilots' Committee. These deductions must be made monthly from the pilotage rates collected and must be a first charge against the gross earnings. The section dealing with fines and suspensions was amended to exclude apprentice pilots from its application.

The changes in the by-laws for the Sydney and British Columbia districts were made on October 17 and October 27, respectively, and gazetted on November 8, and those for the Halifax district were made on November 1 and gazetted November 22.

The surcharge of 20 per cent added to pilotage dues in the Restigouche River district in 1947 (L.G., 1948, p. 56) is now raised to 30 per cent by an Order in Council (P.C. 5081) made on October 25 and gazetted November 8.

Prevailing Rate Employees

An amendment has been made to the Prevailing Rate Employees General Regulations by an Order in Council (P.C. 5745) of November 29, gazetted December 13, with regard to vacation leave credits when an employee is absent from work with leave of the deputy head and without pay for more than seven working days unless his absence is due to an injury sustained while on duty or to his obligation to serve on jury duty.

If the period of absence of such a person is over seven working days but does not exceed four times the number of working days in the employee's standard work week, he will forfeit the vacation leave credits which would normally accrue to him for one month of continuous service. If his absence exceeds four times the number of working days in the standard work week, the employee will forfeit the vacation leave credits in respect of the month or months in which the whole or any part in excess of seven working days of that period occurred.

Where an employee is absent in order to serve on jury duty or because of an injury sustained while on duty, his leave credits continue to accrue during his period of absence.

PROVINCIAL

Alberta Apprenticeship Act

New apprenticeship rules have been issued for the radio technician trade, the regulations for the sheet metal trade were amended and the weekly newspaper trade has been removed from the list of designated trades under the Act.

Radio Technicians

New apprenticeship regulations for the radio technician trade were issued under an Order in Council (O.C. 1464-50) of November 20, gazetted November 30, rescinding the former rules for the trade (L.G., 1947, p. 1333).

The term of apprenticeship for the radio technician trade remains at three years, including three months' probation. As before, the term of apprenticeship may be reduced, on the recommendation of the local advisory committee, where a person holds a certificate from an approved technical or vocational school or has had previous experience in the trade. As regards previous experience, a new provision stipulates that, on or after March 31, 1951, no person, unless specially authorized by the Apprenticeship Board, may have his term of apprenticeship reduced except for time during which he has been indentured under the Act.

However, a person working in the trade on November 30 may register as an apprentice without counting in the quota of apprentices which an employer is allowed.

A higher ratio of apprentices to journeymen is now permitted. An employer who employs one journeyman or who is himself a journeyman may employ one apprentice, and thereafter one apprentice for every two journeymen, instead of one for every three, as before. The ratio of apprentices to journeymen throughout the Province must not exceed 2 to 3. This change (from 1 to 3 to 2 to 3) was made in the regulations for the seven building trades and

for the trade of motor vehicle repair when they were revised last year (L.G., 1949, p. 1571).

Every apprentice must attend educational classes as prescribed by the Board and the Department of Education. Technical instruction must be given in accordance with the syllabus of training approved by the Board.

As previously, before being granted an annual certificate of progress or a final certificate of qualification, an apprentice is required to pass trade tests and examinations as prescribed by the Board on the advice of the Provincial Advisory Committee. He must now, in addition, secure a satisfactory report from his employer or the trade school. Failure of the employer to provide a report will be evidence of satisfactory progress.

Wage rates, which are a percentage of the journeyman's prevailing rate, remain unchanged.

Sheet Metal Trade

The regulations for the sheet metal trade (L.G., 1949, p. 1571) were amended with respect to the length of the apprenticeship period by an Order in Council (O.C. 1465-50) made on November 20 and gazetted November 30.

The term of apprenticeship for sheet metal workers remains at four years but this period is now exclusive of any probationary or basic training period whereas previously it included the three months' probationary period.

There has been a corresponding adjustment in wage rates. Beginning, as before, at 35 per cent of the journeyman's rate for the period of registered employment prior to basic training, rates are set for the four years following basic training. These rates are 50, 75, 80 and 90 per cent of the prevailing wages of a journeyman for the first, second, third and fourth year, respectively.

Weekly Newspaper Trade

By an Order in Council (O.C. 1385-50) made on November 6, and gazetted November 15, the Apprenticeship Act is declared not to apply to the branch of the printing trade engaged in publishing weekly newspapers and in job printing done in addition to the publication of the newspaper.

The decision to rescind the 1946 Order in Council (1537-46) under which this trade was designated (L.G., 1946, p. 1463) was made after the Provincial Apprenticeship Board received a resolution from the Weekly Newspaper Association requesting that the Act should no longer apply to the trade, and after the Board made inquiries to determine the wishes of employers and employees in the trade. The trade regulations which were approved by Order in Council 546-47, and those appointing a Trade Advisory Committee (1538-46 and 264-47) were also rescinded.

British Columbia Boiler and Pressure-vessel Act

Effective from November 17, 1950, revised regulations governing the classification and certification of stationary engineers were issued by an Order in Council (No. 2430) approved on November 1, and gazetted November 16. The regulations, which replace those issued in 1947, provide as before, for the certification, by examination, of first-, second-, third-, and fourth-class engineers, and in line with the amendments made to the Act at the 1950 session of the Legislature, set out the qualifications required for a logging-donkey engineer's certificate and three classes of boiler operators' certificates (L.G., 1950, p. 1058). Before the Act was amended, engineers qualified to take charge of certain types of heating plants, logging-donkeys, or other types of steam plant were classified as "engineers with special certificates". The regulations set out the scope of the duties which a person within each of the four new classes may perform. Persons who formerly held a special engineer's certificate are to be deemed to hold a Boiler Operator, Class B, certificate.

Application for Examination

The provisions regarding application for examination are, for the most part, unchanged. Every candidate for a certificate of competency as a steam engineer must complete a written application on the prescribed form and forward it to the Chief Inspector together with the examination fee and copies of testimonials certifying to his character, knowledge and experience and stating the working pressure and horse-power of the plant where he worked. He must have a satisfactory knowledge of both spoken and written English. As an alternative to the requirement that a candidate must be a Canadian citizen, the regulations now provide that he may be a British subject or he must prove that he has filed with the Court Registrar in any Province a declaration of intention to become a Canadian citizen.

A fine not exceeding $100 is provided, on summary conviction, for a person making false representations for the purpose of procuring a certificate and any

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certificate granted through error or on improper or insufficient evidence must be immediately cancelled by the Chief Inspector. However, if the evidence entitles the candidate to a certificate of lower grade, this may be issued to him.

Examinations must be both written and oral except in the case of a temporary certificate when the test may be either written or oral. Fees are $2.50 for an examination for a temporary certificate, $5 for an examination for fourth-class, boiler operator, and for a logging-donkey certificate, $7.50 for third-class, $10 for second-class and $15 for a first-class certificate.

If a candidate fails to pass an examination on his practical knowledge, he may not be re-examined for three months.

Qualification and Examination of Engineers

The qualifications for first-, second-, third-, and fourth-class engineers' certificates are, with minor changes, the same as before. The earlier regulations set forth the subject-matter of which a candidate in each class was required to possess a thorough knowledge and this has been omitted. Graduation in mechanical engineering from an approved school of technology as well as from a university is now provided for.

A candidate for a first-class engineer's certificate must have held a British Columbia second-class certificate for at least 12 months; he must have served at least five years as engineer in charge of a shift in a steam plant of not less than 500 h.p., or, as an alternative, have served as a mechanic in a machine-shop on the construction and repair of steam boilers and engines for three years, and three years as engineer in charge of a shift of a steam plant of not less than 500 h.p. The period served as assistant chief engineer of a steam plant over 900 h.p. will be considered equal to that served as shift engineer. A graduate in mechanical engineering from a university or school of technology approved by the Chief Inspector and who has held a British Columbia second-class certificate for at least one year, during which time he has been employed as engineer in the operation of a steam plant of not less than 500 h.p., will be eligible for examination for first-class certificate.

For a second-class certificate, a candidate must be 22 years of age and have served at least four years as engineer of a high-pressure steam plant of at least 250 h.p. or he must have served as a mechanic for three years in a machine-shop on the construction or repair of steam boilers and engines and at least two years as engineer of a high-pressure steam plant of not less than 250 h.p. A new provision permits a candidate who has served six years in a steam plant over 900 h.p. while in possession of a third-class certificate to be eligible for examination for a second-class certificate, provided that his duties have been of an engineering nature approved by an Inspector. Further, a graduate in mechanical engineering from an approved university or school of technology who has been employed two years in a steam plant, or one year on the construction or repair of steam boilers and engines and one year in a steam plant as engineer in charge of a shift, will be eligible for examination for a second-class certificate if his service was in a steam plant of 250 h.p. or over.

To be eligible for a third-class certificate, a candidate must be 20 years of age and have served for two years as engineer of a high-pressure steam plant of not less than 50 h.p. or two years as fireman and one year as engineer. As an alternative, he must have served four years as fireman in a high-pressure steam plant over 50 h.p. or two years as a mechanic in a machine-shop and one year as engineer of a high-pressure steam plant of not less than 50 h.p. A candidate will also be eligible for a third-class certificate if he has graduated in mechanical engineering from a university or school of technology and if he has been employed one year in a steam plant or six months in a machine-shop and six months in a steam plant.

For a fourth-class certificate the candidate must be 18 years old and have served for one year as fireman or engineer of a high-pressure steam plant over 10 h.p. or of a low-pressure plant over 100 h.p. He is also eligible if he has spent one year as a mechanic in the construction or repair of steam engines or boilers and has had six months' service in a high pressure steam plant.

New Classes of Certificates

A logging-donkey engineer is qualified to take charge of any steam-boiler used in the operation of a logging camp or a boiler used for hoisting purposes.

A boiler operator, Class A, may take charge of a low-pressure heating plant up to 200 h.p. and a high-pressure boiler up to 50 h.p. used for heating purposes only.

A boiler operator, Class B, may, as indicated on his certificate, take charge of either (1) a high-pressure boiler not exceeding 50 h.p. or (2) a low-pressure boiler not exceeding 100 h.p. He may also act as second or assistant engineer of a low-pressure heating plant up to 200 h.p.

The qualifications required of candidates for these certificates are as follows:—

A logging-donkey certificate will be granted to a person having twelve months' experience as engineer or fireman on a steam logging-donkey and whose competency and experience is certified to by the owner or superintendent of a steam-powered logging camp in the Province.

For a boiler operator's certificate, Class A, a candidate must be 18 years of age and have served at least one year as fireman or engineer of a high-pressure steam plant over 10 h.p. or of a low-pressure heating plant over 40 h.p. Twelve months' service in a machine-shop on the construction or repair of steam engines and boilers will be considered as equal to six months' service in a steam plant over 10 h.p.

A certificate for boiler operator, Class B (low-pressure heating) will be granted to a candidate, 18 years of age, who has had six months' experience as engineer or fireman in a steam plant over 3 h.p. A candidate who is a *bona fide* member of the plumbing and heating trade may be considered eligible for this examination on presentation of satisfactory testimonials that he is experienced in the installation of steam heating systems.

A candidate for a boiler operator's certificate, Class B (high-pressure heating) must also be 18 years old and he must have had one year's experience as fireman or engineer of a high-pressure steam plant over 3 h.p.

Temporary Certificates

As before, the regulations provide for the granting of temporary certificates which are issued only in emergencies when an engineer of the required class is not available and only on the request of the plant-owner who is required to testify as to the candidate's ability. A candidate for this certificate must furnish testimonials as to his character and must pass an examination regarding the operation of the particular steam plant for which he requires the certificate. Owner-operators of small steam plants may be issued temporary certificates annually.

Marine Certificates

The holder of a marine engineer's certificate issued by any British Commonwealth Government may, at the discretion of the Chief Inspector, be examined for a certificate one grade lower than his marine certificate, providing that his watchkeeping service conforms with the horse-power requirements of the Provincial certificate sought.

Alternative Qualifications

Certain alternative qualifications may be accepted in lieu of the requirements for the various certificates and credits are given for vocational, technical and correspondence courses.

Service in a machine-shop where boilers and engines are not made or repaired but where similar work is done may be accepted in lieu of engine-room service, provided the candidate has served at least one year as engineer in addition to that required for the grade of certificate sought. Maintenance on boilers and engines in a steam plant over 450 h.p. may be considered in lieu of machine-shop service, provided that the class of work performed is satisfactory to the Inspector of the district. As previously, an additional three years' service or more in a machine-shop engaged in the manufacture or repair of steam boilers and engines may be accepted in lieu of one year's engine-room service. If the candidate has been employed as a draughtsman on the design of steam-power plants and equipment for two years or over, his total period of service while so employed may be accepted in lieu of one year's machine-shop service, provided that in either case the Chief Inspector is satisfied that the service has fitted the candidate for the class of certificate for which the application is made.

A candidate who has successfully completed a course in steam engineering at the Vancouver Vocational Institute (Steam Engineering Division) will be credited with six months' steam plant experience toward the certificate covered by the course, and with three months' experience if he has successfully completed a correspondence course in steam engineering with the Department of Education. Similar credits may be given for engineering courses completed at other educational institutions.

Absence of Engineer from Plant

A new section makes provision for the temporary absence of an engineer from a plant.

In the absence of the Chief Engineer from the boiler, engine or compressor room while attending to other duties in the plant, or in the case of a plant operating on two or more shifts, the Chief Engineer must arrange to be relieved by an engineer holding a certificate not less than one grade lower than that required to operate the plant as Chief Engineer. When a shift engineer (i.e. a certificated engineer under the direction of a chief engineer) finds it necessary to leave the boiler room for more than 15 minutes while it is operating, he

must be relieved by another engineer whose certificate is not less than one grade lower than his own.

When an engineer is absent on holidays of because of illness, an engineer with a certificate one grade lower than his own may replace him for a period up to 30 days, though this period may be extended in special circumstances.

Certificates

Certificates are granted for life or during good conduct except in the case of temporary certificates which are valid only for the period stated on the certificate. If an engineer proves that his certificate has been lost or destroyed, he may obtain a duplicate for $5. If the classification of a steam plant is changed due to an increase in horse-power or to changed regulations, the engineer need not immediately obtain a certificate of the grade required due to the change, provided that he has been operating the plant for three consecutive years prior to the change. He must, however, take an examination within a time limit set by the Chief Inspector. When a candidate who holds an engineer's certificate issued under the Act qualifies for a higher grade, he must, on request, deliver his certificate of lower grade to the Chief Inspector for cancellation.

A certificate must be framed, protected by glass and kept posted in the engine or boiler room. It must be removed when the engineer ceases to be employed in the plant.

The regulations are now more specific in listing the circumstances which will make certificates liable to cancellation or suspension. These include intemperance, negligence, physical or mental incapacity, allowing another person to operate under the holder's certificate, an engineer absenting himself before ensuring that all machinery is shut down and all boiler fires banked, and other reasons considered by the Chief Inspector to be hazardous to the operation of the plant.

British Columbia Electrical Energy Inspection Act

By a notice gazetted on November 16, the regulations under the above Act which went into effect on June 1, 1950, governing electrical permits and inspection fees will now apply throughout the entire Province. Originally, the regulations applied only to the industrial area along the west coast and the international boundary (L.G., 1950, p. 1064) and subsequently they were extended to cover the southern half of the Province (L.G., 1950, p. 1700).

The regulations require any person who constructs, installs or alters electrical work in any premises to obtain a permit from the Inspector of Electrical Energy, on penalty of a fine of not more than $50.

British Columbia Hospital Insurance Act

Amendments have been made to the general regulations under the Hospital Insurance Act with respect to the hospital insurance period by Orders in Council made on November 25 and gazetted December 7.

The former section which provided for two hospital insurance periods in each year, one from January 1 to June 30 and the other from July 1 to December 31, has been rescinded. Instead, hospital insurance period is now defined to include "any period of time less than 12 months which is designated as such by the Commissioner. Periods of time having different numbers of days may be so designated by the Commissioner, and such periods may comprise portions of two consecutive calendar years".

As before, premiums must be paid in advance but no specific date is set. Previously, payment was required at least one month in advance of the beginning of the year or of the hospital insurance period to which the payment applied, e.g. on or before November 30 when annual payment was made in full, and on or before May 31 or November 30 when payment was made in two or more instalments. Payment of the annual premium must now be made before the commencement of the year to which it is applicable. When a premium is paid in instalments, the amount of each may be determined by the Commissioner in relation to the length of the hospital insurance period, and payment must be made before the beginning of that period. If the required payment is made by or on behalf of a person on or after the first day of the hospital insurance period to which it is applicable, the person will not become a beneficiary under the Act until one month from the day on which the payment was made.

British Columbia Hours of Work Act

The Board of Industrial Relations has decided to remove the hours of work restrictions on taxicab drivers and to attempt to regulate their hours by imposing progressive overtime rates of pay as a penalty upon the employer for working employees in excess of certain specified hours. The industry was brought under the Hours of Work Act in 1938 (L.G., 1938, p. 1094).

Accordingly, the taxicab industry has been deleted from the schedule to the Hours of Work Act, and effective from December 17, 1950, Regulation 28A which permitted taxicab drivers to work nine hours in a day and 50 hours in a week is rescinded. The rescinding regulation, No. 28B, was made and gazetted on November 23. The Minimum Wage Order fixing new minimum and overtime rates of pay is described below.

The Board made a similar change with respect to drivers, swampers and helpers in the transportation industry in 1948, when it issued Minimum Wage Order No. 9 (L.G., 1948, p. 1135). Under this Order, time and one-half must be paid after 8½ and up to 11 hours in a day and double time after 11 hours. For work beyond 47 hours in a week time and one-half must be paid, provided that in the latter case overtime does not include the overtime covered above.

British Columbia Male and Female Minimum Wage Acts

Three new Minimum Wage Orders have recently been issued by the Board of Industrial Relations, governing taxicab drivers, janitors and janitresses. For the first time all male and female taxicab drivers and dispatchers in the Province are covered by a Minimum Wage Order (No. 33). The two previous Orders in effect applied in the Vancouver and Victoria districts and governed men only. With the new Order 33 the Board will apply the principle of punitive overtime rates instead of limiting hours by regulation under the Hours of Work Act. Time and one-half must now be paid for the first two hours after eight in a day and double time after 10 hours.

The two former Orders, made in 1942, one governing janitors and the other janitresses, which laid down uniform conditions for these workers, are rescinded and replaced by two new Orders, one covering both janitors and janitresses employed in buildings other than apartment houses (No. 44) and the other for those employed in apartment buildings (No. 43).

The Orders governing the manufacturing industry (No. 25) and the fruit and vegetable industry (Nos. 46 and 47) were amended with respect to the daily guarantee clause.

These Orders were made on November 24 and gazetted November 30, with the exception of the one covering taxicab drivers which was made on November 13 and gazetted on November 23.

Taxicab Drivers and Dispatchers, Order No. 33 (1950)

Effective from December 18, 1950, a minimum rate of 55 cents an hour is fixed for male and female taxicab drivers and taxicab dispatchers. The Order covers all persons in the Province who operate or drive for hire a motor vehicle with seating accommodation for nine passengers or less, or who are responsible for assigning work to taxicab drivers or directing their movement. The two Orders previously in effect for taxicab drivers [No. 33 (1940) and No. 60 (1938)] classified taxicabs as motor vehicles with seating capacity for seven persons or less. These two Orders, now rescinded, applied to males only. Order No. 33 fixed a daily minimum rate of $3.30 for taxicab drivers in Vancouver. Under Order No. 60, which applied to Victoria, Esquimalt, Oak Bay and Saanich, the daily minimum was $3.60 for a day of not more than 10 hours.

The new Order requires time and one-half the regular rate to be paid for the first two hours worked in excess of eight in a day, double the regular rate of pay for all hours worked in excess of 10 in a day, and time and one-half for hours worked in excess of 48 in a week, provided that the weekly overtime does not include any overtime calculated on a daily basis. The earlier Order covering Victoria and district fixed an overtime rate of 54 cents an hour for time worked in excess of 10 hours in a day. Overtime was not provided for in the Order for Vancouver.

The daily guarantee clause in the new Order provides that when an employee reports for work on the call of an employer he must receive his regular rate of pay for the entire period spent at the place of work with a minimum of two hours' pay in any one day.

Janitors in Buildings other than Apartment Houses, Order No. 44 (1950)

Effective from January 1, 1951, a minimum of 50 cents an hour must be paid to every male and female janitor, janitor-cleaner, janitor-fireman and janitor-engineer in buildings other than apartment buildings, an increase of five cents an hour over the previous rate.

Unless with the written authorization of the Board of Industrial Relations, hours of work of janitors must not exceed eight and 44. Where, by written authorization, the Board permits working hours to exceed eight and 44, the hours authorized must be in accordance with the exceptions permitted by the Hours of Work Act and must be paid for at time and one-half the employee's regular rate of pay. Where in

accordance with the variations provided for by the Hours of Work Act, different arrangements with respect to hours are permitted, the overtime rate of time and one-half does not apply until the employee has completed the hours so established.

A weekly rest of 32 consecutive hours must be granted to every employee of which he must be duly notified by his employer.

Janitors in Apartment Buildings, Order No. 43 (1950)

Janitors and janitresses in apartment buildings containing four residential suites or less also receive a five-cent increase and must be paid a minimum of 50 cents an hour from January 1, 1951. As before, in buildings with more than four suites, the minimum wage is graded on a monthly basis according to the number of suites. These rates have all been raised by about 8 per cent and range from $35.10 a month for five residential suites to $178.75 a month for 47 or more suites. In buildings containing five or more suites, the janitor must receive, in addition to the above rates, 50 cents an hour for all time spent in attending to single rooms, stores, or accommodation other than residential suites.

If two or more janitors are employed in an apartment building and reside on the premises, the employer must designate and record on the payroll at least one as resident janitor and pay him the minimum monthly rate specified according to the number of suites. If more than one are designated as resident janitors, each must be paid the minimum rate fixed.

Certain deductions are allowed to be made from the minimum rates established by this Order. If the janitor resides on the premises, his wages may be reduced by an amount equal to a fair rental value for the accommodation in proportion to the rental value of the other suites in the same building. However, not more than $20 a month may be deducted for two rooms and bathroom and not more than $5 a month for each additional room and in no case must the total rental value deducted exceed $30 a month (previously $25). A new provision permits the Board, when it is of the opinion that the accommodation is unsuitable, to give notice in writing to the employer of the facts and also to limit the charges and deductions which the employer may make.

If the janitor is supplied with electricity or gas, the employer may deduct not more than $4 a month from his wages or, as an alternative, meters may be installed and the janitor must pay for the consumption of the electricity according to the meter.

As before, a weekly rest of 24 consecutive hours must be granted to janitors in apartment buildings containing 20 or more suites, and eight consecutive hours' rest if he is employed in buildings containing from 12 to 19 suites.

Manufacturing, Order No. 25 (1948)

Effective from November 30, 1950, the Board of Industrial Relations by Order 25A may grant exceptions to the provision in Order No. 25 covering the manufacturing industry which stipulates that an employee reporting for work on the call of an employer must be paid at his regular rate of pay for the entire period spent at his place of work with a minimum of two hours' pay if he does not start work and four hours' pay if he does commence work.

Fruit and Vegetable Industry, Orders 46 and 47 (1946)

In the two Orders governing men and women workers in the fruit and vegetable industry (L.G., 1946, p. 988) the clauses have been deleted which required workers to be paid a specified daily minimum which was equal to three hours' pay at the minimum rate. Instead, there is now inserted a clause which is similar in wording to the daily guarantee sections in most of the revised Orders. This clause provides that an employee reporting for work on the call of an employer must be paid for the entire period spent at his place of work in response to the call with a minimum of three hours' pay at his regular rate. This change was made by Orders 46A and 47B.

Ontario Labour Relations Act

The rules of procedure made under the Labour Relations Act, 1950 (L.G., 1950, p. 1922), were amended by O. Reg. 259/50 of November 17, gazetted November 25, to provide for the procedure to be followed for the service of papers where there are more than five interventions filed by employees claiming the same interest in the proceeding. In such circumstances, the registrar must serve upon the parties to the proceeding a copy of one of the interventions, and issue to the employer of the interveners an appropriate number of copies of any notice, report, document or paper which the Board directs to be served, to be kept posted upon the employer's premises for five working days in conspicuous places where they are most likely to come to the attention of the interveners.

Quebec Minimum Wage Act

An increase of 20 per cent has been made in the minimum rates for all workers covered by General Minimum Wage Ordinance 4 and for woodsmen covered by Ordinance 39 governing forest operations. One of the seven categories of workers into which Order 4 has been divided and part of another category were deleted from the Order and made the subjects of two new special Orders. Amendments were also made to Order 3 which provides for an annual vacation with pay for most workers in the Province.

General Order 4

Employees governed by General Order 4, which covers industries to which special Orders do not apply, were formerly classed in seven categories—I. Employees of industrial and commercial establishments; II. Office workers; III. Carters and chauffeurs, messengers and garage employees; IV. Employees in hotels, restaurants, lodging houses, boarding houses, staff houses and taverns; V. Watchmen and janitors; VI. Employees of public corporations and of certain seasonal industries, telephone operators and miscellaneous employees; and VII. Stationary enginemen and firemen.

Category VI, Section I, which covers employees of municipal and school corporations, firemen and policemen, professors, teachers, sacristans and sextons, has been deleted from Order 4 and made into a new special Order, No. 41. Category VII covering stationary enginemen and firemen now becomes Order 42. These changes were approved by Order in Council 1254 of November 16 and gazetted on November 25.

Effective from December 16, 1950, the minimum rates for all workers now covered by General Order 4 were increased by 20 per cent by an Order in Council (O.C. 1290) made on November 23, and gazetted on December 16. Some 400,000 employees in the Province are governed by this Order.

For the purpose of Order 4, the Province is divided into four zones, consisting of Montreal and district, Laprairie, Longueuil, St. Lambert and Laval-des-Rapides as Zone I; Quebec and district and towns of 10,000 people or over as Zone II; Terrebonne and towns of from 2,000 to 10,000 people as Zone III; and the rest of the Province as Zone IV.

If a rate, when increased by 20 per cent, includes a fraction of a cent it is to be reckoned to the nearest cent, half a cent or more being counted as one cent. With the 20 per cent increase added, the new rates for some of the more important classes of workers are as follows: In industrial and commercial establishments, at least 75 per cent of the employees must be paid 42 cents an hour in Montreal and district, 38 cents in Quebec and other municipalities of 10,000 persons and over, 34 cents in Terrebonne and municipalities of from 2,000 to 10,000 persons, and 30 cents in the smaller places. Not more than 25 per cent of the workers in industrial and commercial establishments may be paid 36, 34, 29 and 24 cents in the four zones, respectively.

For office workers with two years or more experience, the increased rates are 42, 38, 34 and 30 cents in the four zones, respectively. With respect to hotel and restaurant workers, waiters, maids and elevator operators must receive at least 36, 34, 29 and 24 cents in Zones I, II, III, and IV, respectively; kitchen help must be paid 42, 38, 34 and 30 cents; the minimum for cooks is now 48, 44, 40 and 36 cents; and bellboys and porters in all zones must be paid at least 18 cents an hour.

The deductions permitted for board and lodging have also been increased and the new rates set out in the amending Order are as follows (the three rates given refer in each case to Zone I, Zones II and III, and Zone IV, respectively): 25, 20, and 15 cents for a single meal; $4.50, $3.60 and $2.70 for a week's meals; 25, 25 and 22 cents for a day's lodging; $1.50, $1.40 and $1.30 for a week's lodging; $6, $5 and $4 for a week's complete board; and $26, $21.50 and $17.50 for a month's complete board.

Forest Operations

The minimum rates of wages for different classes of woodsmen were raised 20 per cent by an Order in Council (O.C. 1290) of November 23, gazetted December 2, amending Ordinance 39, 1942, governing forest operations. Ordinance 39 (L.G., 1943, p. 268) covers all work in forests including transporting timber and reforestation, but does not apply to the handling of wood in mill storage ponds or to work in forest colonies. The Minister of Labour for Quebec in announcing the increase in rates stated that it will cover in the neighbourhood of 80,000 workers. The last general increase in the minimum rates for these workers was made in 1948 (L.G., 1949, p. 186).

Rates are now fixed by the day in all cases where they were previously set for a month of 26 working days. The new rates are given below but not the monthly rates which they replace.

As with other special Orders, the employees covered by Order 39 are classed in various categories. These are: I. Cooks, teamsters, tradesmen and others whose work is needed

for any forest operation regardless of the use to which the wood may be put; II. Employees engaged in pulpwood operations; III. Employees engaged in cutting firewood and charcoal wood; IV. Employees engaged in cutting sawlogs and other kinds of wood; V. Employees employed on driving operations; VI. Apprentices and incapacitated.

For cooks the new rates range from $4.40 a day in a camp of nine men or less to $6 a day in a camp of 50 or more. Cookees and choreboys and other kitchen and camp help must now receive $3.40 a day. The daily minimum for a stableman is $4.60. A teamster must be paid at least $5.30 a day, with an additional $1.60 if he uses his own team and an additional 70 cents for a single horse. The rate for carpenters, blacksmiths, sawfilers, shotfirers, mechanics, truck and tractor drivers, enginemen and motor men is at least $5.50 a day.

In pulpwood operations, workmen engaged in felling trees, or in making, handling or transporting logs are now entitled to $5.10 a day; those engaged in road-making, construction of camps or improvement work of all kinds must receive at least $4.90 a day; all other employees except those of Category I must be paid a daily rate of $5.10. For pieceworkers whose work is the felling and making and piling of wood and the construction of small hauling roads, the rate varies from $4.40 per 100 solid cubic feet for lengths of from 4′ to 6′ to $2 for 16-foot lengths. For wood measured by the cord, a rate of $3.75 per cord is set. For aspen and poplar wood, rates approximately 25 per cent lower are fixed. When peeling is included in the making of the wood, an additional $1.80 per cord must be paid, or $2.10 per 100 s.c.f. and for aspen and poplar $1.35 per cord or $1.60 per 100 s.c.f. For work other than the piling of logs or the construction of small hauling roads, lower rates may be agreed upon and stipulated in the hiring contract but such rates may not be lower than $4.20 a day.

For cutting firewood and charcoal wood, the new rate for workers on a fixed wage basis is $4.20 a day. For pieceworkers cutting and piling firewood, the rate per cord for wood 4 feet in length is $3.75. The minimum per 32 square feet (4′ x 8′) of piling surface is $2.80 for logs 3 feet long; $2.25 for logs 2 feet long; $1.70 for logs 1½ feet long; and $1.40 for those 15 inches long.

For cutting sawlogs and other kinds of wood, employees are entitled to $4.40 a day. For pieceworkers in this category, the rates range from $4.05 to $6.10 for 1,000 board feet depending on the length of the logs. For cutting wood measured by the cord the rate must be at least $3.75 per cord, or for wood measured in solid cubic feet $4.40 per 100 s.c.f. An additional $4.50 per 1,000 board feet, $1.80 per cord and $2.10 per 100 s.c.f. must be paid where peeling of the wood is included. As with pulpwood operations, the minimum for work other than that mentioned above is $4.20 a day and the rate must be stipulated in the hiring contract.

The rates fixed for piecework done by persons employed in pulpwood or sawlog operations apply only to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

The rates for drivers have been raised to $6.50 a day; for sorters and other employees to $5.10; and for dam guardians to $4.40.

Apprentices and incapacitated workers must be paid at least $4.20 a day, but cooks, persons employed in firewood operations and drivers may not now be classed in this category. As before, apprentices and incapacitated must not exceed 20 per cent of all employees in the camp.

Also increased are the maximum deductions which the employer is permitted to make for board and lodging furnished to his employees. The sum deducted may now not exceed $1.50 a day instead of $1.05 a day. Added to the list of deductions which may be made from wages is the cost of laundering certain specified articles of clothing to the extent of 40 cents, and the laundering of any other article provided it is included in a list posted in the employees' living quarters.

Unless exempted by the Minimum Wage Commission, the employer must give an employee who leaves his employment a signed pay statement in the form set out in the regulations, stating his gross earnings, whether on piece-work or on a fixed wage basis, the nature and amount of deductions made from his wages, and the number of days worked and days present in the camp. As before, the employer is required to send to the Commission a copy of the engagement contract and of the pay statement of the employee.

As before, if the employer so stipulates in the hiring contract, a worker who voluntarily leaves his work without adequate reason within 15 days after he begins work is entitled to a minimum wage but can claim neither travelling expenses nor board and lodging expenses en route. The minimum now fixed for such workers is $4.20 a day rather than $85 for 26 days' work.

The employer must post a copy of the Order in his employees' lodging quarters. Previously, he had to do so only on request.

Vacations with Pay

The list of exceptions from the coverage of the Vacations with Pay Order (No. 3) was amended with respect to construction workers by Order in Council No. 1254 of November 16, gazetted November 25. Formerly, all employees engaged in the construction of buildings were exempted but from November 25 only manual workers in that industry are excluded. The Order continues to exclude workers engaged in forest operations, those employed by public corporations, farm workers, domestic servants, janitors, watchmen, salesmen and certain part-time workers, as well as workers covered by a decree under the Collective Agreement Act.

Construction workers who are usually employed by several employers during the year on the Island of Montreal and a 15-mile radius, in Hull and district and in Salaberry de Valleyfield are covered by Order 3A which provides for a stamp system of holiday pay credits.

Saskatchewan Hours of Work Act

Effective from November 6, persons employed in garages and automobile service stations in or within a five-mile radius of any Saskatchewan city who work over 44 and up to 48 hours a week must receive a minimum weekly wage of $23.

These workers were exempted from the 8- and 44-hour limits of the Hours of Work Act by Order No. 6, 1947 (L.G., 1947, p. 1187) to the extent that they may work nine hours a day and 48 a week after which time and one-half has to be paid. Until now, however, no special provision was made for requiring these workers who worked between 44 and 48 hours to be paid more than the general minimum of $21 a week fixed by Minimum Wage Order No. 1 (L.G., 1949, p. 747).

Legal Decisions Affecting Labour

An Ontario Court has issued an injunction forbidding picketing where employees have not used the machinery provided by law for settlement of a dispute before going on strike.

An appeal from an order forbidding discrimination in employment on grounds of colour was heard by the Connecticut Superior Court.

Injunction granted by Ontario High Court of Justice to restrain picketing in support of a strike not recognized as lawful.

An interlocutory injunction restraining certain employees of Oakville Wood Specialties Limited from picketing the employer's premises was issued by Mr. Justice Gale of the Ontario High Court of Justice on September 25, 1950. The order restrained the employees from picketing, from intimidating employees or customers, from inducing breaches of contract or from encouraging any of these acts.

Picketing had occurred during a strike which began August 31, 1950. The International Woodworkers of America, Local 95, CIO-CCL, had been certified by the Ontario Labour Relations Board on June 13, 1950, as the bargaining agent for the firm's employees. Negotiations for a first collective agreement were in progress when the strike took place, and no application had been made to the Labour Relations Board for conciliation services. A temporary injunction restraining picketing was granted by the Court on September 20 and was extended after a hearing on September 25.

Mr. Justice Gale, in giving his reasons for extending the injunction, pointed out that the strike that had taken place "cannot be recognized as lawful under our existing statutes". The basis for the injunction was the unlawfulness of the strike and the damage caused to the employer as a result of this unlawful act by the disruption of operations at the height of the manufacturing season.

It was argued for the defendants that, rather than ask the Court for an injunction, the proper procedure for the employer would have been to apply to the Ontario Labour Relations Board in accordance with the Ontario Labour Relations Act, 1950, Chapter 34, Section 59, for a declaration that the strike was unlawful, or, alternatively, to apply for leave to prosecute or lay an information under Section 501 (*f*) of the Criminal Code.

[Section 59 provides that where a trade union calls or authorizes a strike which

the employer concerned alleges is unlawful, the employer may apply to the Board for a declaration that the strike is unlawful and the Board may make such a declaration. This is a new provision in the 1950 Ontario Labour Relations Act.]

In dealing with this contention, Mr. Justice Gale stated:—

> I do not think that in the circumstances of this case the company is to be denied the remedy it seeks here simply because there is available other new procedure which, if successful, will result in a mere declaration. Such a declaration would not be of any value to the company that I can see since the Board is not clothed with the authority to adjust property and other rights which have been disrupted by the strike.

Neither such proceedings nor proceedings under the Criminal Code would have answered the purpose of the company, which was to stop immediately the damages caused by the unlawful strike.

It was further argued for the defendants that, although the company appeared to be asking for termination of the continuing damage caused by the strike, it really was seeking to defeat the strike as such, whether legal or illegal, and that the Court's aid ought not to be extended for that purpose. Mr. Justice Gale ruled out this objection, saying that

> it would be preposterous if that argument were to prevail, for it would mean that there would then be a decision to the effect that, notwithstanding that irreparable injury was being suffered by the plaintiff as a result of that strike, no remedy would be available to the applicant because that remedy might have the appearance of interfering with a strike or with the relations between employer and employees.

The last argument of counsel for the defendants was that the company's conduct from July 29 to August 31 was such as to disentitle it to relief through an injunction. His Lordship did not find from the material before him that the conduct of the employer was such as to deprive him of the aid of the Court. He pointed out that there was available to the employees

> other lawful and effective means of achieving their ends. It would have been a simple matter for the employees and their representatives to have immediately caused to be put into operation the machinery provided for that purpose by the Labour Relations Act, and by it to have properly and powerfully made known the complaints they were then voicing.

He accordingly granted an injunction restraining picketing "until the trial or other final disposition of this action."—*Oakville Wood Specialties Limited* v. *Mustin, et al.* [1950] OWN, p. 735.

A collective agreement was signed between the company and the bargaining agent on October 2, 1950.

A recent judgment of the Connecticut Superior Court deals for the first time with an order under the State Fair Employment Practices Act.

An appeal from an order of the Interracial Commission made under authority of the State Fair Employment Practices Act was heard in the Connecticut Superior Court on October 10, 1950. The Court supported the order in a modified form.

Connecticut is one of the ten States which has legislation seeking to prevent discrimination in employment. The statute provides that

> it shall be an unfair employment practice (*a*) for an employer, by himself or his agent, except in the case of a *bona fide* occupational qualification or need, because of the race, colour, religious creed, national origin or ancestry of any individual, to refuse to hire or employ . . . such individual . . .

Any person claiming to be aggrieved may file a written complaint, under oath, with the Commission. The Commission is required to investigate and endeavour to eliminate the matter complained of "by conference, conciliation and persuasion." If it fails to do so, the matter proceeds to a hearing before a tribunal consisting of members of the Commission or panel of hearing examiners. The respondent, that is the employer, labour organization or employment agency named in the complaint, is required to appear before the tribunal. After making its finding of fact the Commission may issue an order and petition the Court for the enforcement of the order. The respondent named in the order has the right of appeal to the Court.

In the case under appeal, the tribunal found that Draper, a 23-year old negro, was the first to answer an advertisement inserted by a dairy company in a daily newspaper reading "Boys, 18 years or over. Experience unnecessary. Evening work." Draper was interviewed, with another coloured applicant, by the store manager, and was told the advertised job was taken, but he left his name, upon the assurance that the manager would get in touch with him in the event of future openings. Several other applicants later answered the advertisement and four of these, all white persons, ranging in age from 18 to 23 years, secured jobs within a short time either as dishwasher or fountain man in the employer's milk and ice cream stores. The first of these was employed as a dishwasher some two and a half hours after

the applicant's interview. The employer had several job openings on the day Draper applied, for which no special qualifications were required other than that the applicant should be 18 years of age or older and that he should be willing to work nights. Subsequently the manager gave the Commission's investigator three reasons for refusing employment to Draper: that the job was filled, that the applicant was too old, and that the wages were too low for a man of his age. The employer had no negro employees in any of its stores except a girl who appeared to be white. The hearing tribunal, from the evidence before it, drew an inference that on August 1, 1949 the employer refused employment to the applicant because of his race. It then, on March 8, 1950, issued an order directing the employer "to cease and desist forthwith" from refusing to employ Draper. The employer appealed under the provisions of the Act, and pending determination of the appeal, obtained from the Court a stay of the order.

Three issues were raised in the appeal before the Court: first, whether the applicant for employment is a necessary party to the action; second, whether the hearing tribunal's finding should stand; and third, whether, if the finding stands, the order based upon it is legally proper.

In dealing with the first issue, Judge Alcorn in his reasons for decision stated that it is an established principle that no court will adjudicate on a matter involving conflicting rights and interests, until all persons directly concerned have been given reasonable opportunity to appear and be heard. He found, however, on examination of the statute that while the applicant's complaint of discrimination sets the machinery in motion, he has no part in its subsequent operation. If the applicant's complaint is not sustained by the Commissions's order, or if the order appears to him inadequate to meet his grievance, no provision is made for him to appeal to the Courts. "Clearly the adversary parties before the Court are the Commission and the respondent employer. The statute gives no right or interest to the applicant which makes him a necessary party. It is equally true that no decision upon this appeal can be binding upon him."

The second issue raised by the employer was that the tribunal's finding of facts should not stand. In dealing with this objection the Judge described the function of the Court in a hearing of this kind where the findings of an administrative tribunal are questioned. The Court cannot substitute its own discretion for that reposed by statute in the hearing tribunal. Due consideration must be accorded the presumption that an administrative body has acted fairly, with proper motives, and upon valid reasons, and not arbitrarily. "Finally, in cases where the statute provides for a full hearing and record before the administrative body, the procedure on the so-called appeal is upon the record of the proceedings before that body and from this record the Court's function is to determine whether the administrative body acted arbitrarily, unreasonably or contrary to law."

The statute places upon the Commission and the hearing tribunal the heavy responsibility of determining the intent behind a given act, in this case the reason why the dairy company refused employment to Draper. The hearing tribunal saw and heard the witnesses and the Court did not, and the hearing tribunal is the judge of the credibility of the witnesses. The conclusion reached by the hearing tribunal is not reviewable by the Court unless it is one which cannot reasonably be reached. "The test is, whether the evidence, fairly and impartially considered, would be likely to induce in the minds of men of ordinary intelligence, attentively considering it and using common sense logic, a reasonable belief that it is more probable than otherwise that the fact in issue is true." Applying this test to the record in question, the Court held that the finding of the hearing tribunal should stand.

Thirdly, he found that the order as it stood was in effect an affirmative order to the employer to employ Draper now. If no vacancy existed, it would require the employer to discharge an employee to make a place for Draper or else to create a useless job for him. It further presumed that Draper would submit himself for employment. He had studied at a photography school and had applied for the job in issue as a stop-gap. He was not a party to the proceedings and an order arising out of them could not bind him. The purpose of the statute is to eliminate discrimination in employment for specified reasons. Employment might legitimately be refused, at the date of the order, for other reasons. The Court accordingly modified the order to provide as follows:—

> In the event that Oscar S. Draper . . . presents himself for employment you are hereby ordered to cease and desist from refusing, because of his race, to employ him.

Draper v. *Clark Dairy, Inc.*, Connecticut Superior Court, Labour Relations Reporter, Vol. 27, No. 7, p. 2072.

LABOUR LEGISLATION AND SOCIAL SERVICE IN ICELAND

Iceland's labour legislation covers the legal position of trade unions, the handling of industrial disputes, labour exchanges, holidays with pay, publicly-aided housing, and social insurance.

A recent publication of the Ministry of Social Affairs in Iceland describes in considerable detail the labour and welfare legislation in effect at present in that country. With a view to acquainting the reader more fully with such legislation, the Ministry of Social Affairs devotes some space to outlining the historical growth of labour organizations and of social welfare schemes.

Early Labour Statutes

The first labour organizations in Iceland were formed towards the end of the nineteenth century. The National Federation of Icelandic Trades Unions, to which most trade unions are affiliated, was organized in 1916. At the same time legislation directly affecting workers was developed. In 1915 strikes by public servants were banned and ten years later a law was passed providing for machinery to effect official mediation in labour disputes.

The Labour Act, 1938

Comprehensive labour legislation in Iceland dates from the Labour Act of 1938. Under this statute workers are granted the right to organize and trade unions are given the right to negotiate the wages and terms of employment of their members. If not otherwise specified in the agreement, contracts remain in force for one year, in which case three months' notice of annulment is required. Trade unions are held by law to be financially responsible for losses resulting from a breach of contract and/or illegal strikes instigated by the unions themselves.

The Labour Act recognizes the legality of strikes and lockouts. However, such action is lawful only upon the holding of a general ballot by the organization contemplating such a move. Seven days' notice must be given to the party against whom the strike or lockout is to be directed. Strikes and lockouts must not be resorted to in cases where the dispute is solely about matters coming within the jurisdiction of the Industrial Tribunal, or if their purpose is to force the public authorities to act beyond their duty. The reference here is to political strikes. Sympathy strikes are permitted subject to the same principles.

The Industrial Tribunal

The Industrial Tribunal referred to above was established by the 1938 Labour Act "to give judgment . . . in cases arising out of strikes or lockouts as well as on losses resulting from such actions; . . . and in cases arising from infringement of wage agreements, or disputed interpretation of an agreement or its validity." The Tribunal consists of five members nominated as follows: two, who must be lawyers, are nominated by the Icelandic Supreme Court, one nominated by the Minister of Social Affairs, one by the National Federation of Icelandic Trades Unions and one by the Federation of Employers. The same number of alternate members are nominated and all hold office for three years. Decisions handed down by the Industrial Tribunal are final and cannot be appealed to the Supreme Court.

Actual mediation of labour disputes is conducted by a State mediator and three District mediators appointed by the Minister of Social Affairs. In cases where official mediation proves fruitless the conciliation officer may propose a compromise settlement to be decided upon by a secret ballot of the union members involved in the dispute. If less than a minimum of 20 per cent of the members entitled to vote participate, the compromise proposal must be regarded as accepted.

The Labour Exchange

Under the provisions of a 1935 statute, it is obligatory for a locality to maintain a labour exchange, if the municipal corporation concerned or the Minister of Social Affairs decides that the employment situation in the area merits the establishment of such a bureau. Two-thirds of the cost is borne by the municipality and one-third by the Treasury. The management of each local labour exchange office is composed of a committee of five members. One member, who acts as chairman, is appointed by the Minister of Social Affairs, two are elected by the municipal corporation and the remaining two are chosen by

employer and employee organizations respectively. Through the central labour exchange office located at Reykjavik, regional and local employment problems are surveyed and a national employment and placement policy made to prevail.

Holidays with Pay

A 1943 Act provided for annual leave for any worker employed in the service of others, individuals or public institutions. Two classes of employees, however, were exempted from the provisions of the Act. Apprentices who come under the Skilled Crafts Apprentices Act, and those on fishing craft engaged under the catch-sharing system entirely, are exempted from the operation of this statute.

Employees covered by the Act are entitled each year to leave from their work for a specified time and are paid a set percentage of their wages during this period. An employee taking leave is entitled to receive four per cent of the wages he has earned during the preceding leave year.

To facilitate the operation of this Act, the Government, through the post office, issues leave stamps of varying values and leave books. The employer buys such stamps at face value and affixes them in the employee's stamp book. When the employee goes on leave, he receives from the post office cash to the value of the stamps that have been entered in his book during the year. This legislation is somewhat similar to that in effect in several of the provinces in Canada.

The Act further provides that an employee may not work for wages in his regular occupation or a kindred one while he is on leave. The minimum annual vacation is one day's leave for each month worked during the preceding leave year. However, many employers grant more than this minimum vacation.

Government Support for Home Building

Due to the fact that nearly all building material in Iceland has to be imported, construction costs are relatively high. To help the working classes secure adequate accommodation the Workmen's Dwelling Act of 1929 was enacted. Each town or municipality was permitted to create a building fund for the purpose of granting loans. Such a fund could be established only if a locally elected committee gave evidence to the Minister of Social Affairs that the housing situation in the particular area required official assistance. Revenue for a local building fund was secured by means of a State grant, a grant from the local municipal or parish fund and such other loans as might be negotiated. Loans from the fund could then be made to working men's building societies. Loans could not exceed 85 per cent of the cost of a dwelling, interest rates were set at six per cent but were gradually reduced to four per cent by 1941, and the term of the loan was set at 42 years.

In 1935 the Act was amended to provide a single building fund for the whole country in place of the many local funds. The Act was repealed in 1946 and was superseded by a new statute providing for official assistance for the building of houses in towns and villages under three distinct forms of aid.

To assist with the construction of dwellings for workingmen, a building fund is to be created, divided into departments, one for each town or village in which the Minister of Social Affairs has recognized the need for official assistance in the building of houses. Revenue for the departmental funds is provided for by an annual contribution by each inhabitant or from four to six Kronas,* while the Treasury contributes an equal amount. The parish fund of the parish concerned is responsible for a loan advanced to the local building society.

The management of the building fund is confined to a board of five members, elected jointly by both houses of the Althing (Parliament) on a proportional basis, for a term of four years. This committee is responsible for the over-all administration and direction of the many departmental building funds.

The local building societies thus organized under the authority of the central board may enrol as members those who are residents of the town or village concerned, whose income has not on the average exceeded 7,000 Kr. a year for the past three years and who do not own assets in excess of 10,000 Kr. Buildings thus erected by local building societies must be sold to members at cost price. Loans granted to local societies are secured by first priority mortgages on the dwellings and ground rights, and must not exceed 90 per cent of the cost price of the dwelling. The term of such loans ranges from 42 to 75 years at an interest rate of two per cent.

Official aid for house-building may also be secured by organized co-operative building societies who build for their members on the most advantageous terms. Such groups must conform to the provisions of the Co-operative Societies Act.

* At the time of writing, the Krona is approximately equal to 6½ cents in Canadian currency.

A co-operative building society receives its revenue from two sources: contributions from its membership and loans guaranteed by the Treasury. The co-operative society in making loans to its members establishes terms and conditions as favourable as those affecting the loans it has raised and which have been officially guaranteed.

The 1946 statute provides a third form of housing development assistance. Parishes that satisfy the requirements of the Ministry of Social Affairs may receive extensive State aid for the erection of living quarters in place of units which have been classed as unsanitary.

Social Insurance

Prior to 1936 the only social insurance legislation in effect in Iceland was the Accident Insurance Act. Commencing with 1903, different groups of seafarers were brought within the scope of this Act, till 1909 when it was extended to cover all registered crews. By 1925 accident insurance included the majority of workers on land and sea, the payment of the insurance premium being for the most part defrayed by the employer.

Until 1936 health insurance was organized along the lines of voluntary association and was of small social significance. The Social Security Act of that year was the first inclusive legislation covering the field of health, accident, disablement and old age insurance. The health insurance provisions of the Act were made compulsory only in urban areas, rural centres being permitted to vote upon the establishment of a local health insurance society.

In order to make the provisions of the 1936 Act national and all-inclusive, the Social Security Act of 1946 was enacted. By this Act accident, old age, disablement, health, widow's, children's and maternity insurance were made compulsory for the whole country. The administration of these various branches of social security was centralized in the Social Security Institution.

The two main objects of the Act are to provide a health service, comprising both sickness relief and preventive medicine, and to provide security of income. To prevent disease and to alleviate its consequences, a nation-wide system of preventive hygiene is to be established with the necessary clinics rendering medical aid and treatment.

Sickness relief includes payment in full for any necessary stay in hospital as well as medical treatment, medicine and bandages, etc. Three-fourths of the cost of medical care, including that of specialists, is paid for out-patients.

Though the health insurance section of the 1946 Act is not yet in force, the health section of the Social Security Act of 1936 with amendment from 1943 is in effect. Under this statute health insurance is provided by local sick benefit societies which pay in full the necessary accommodation, medical care and medicine in hospitals. Out-patients receive ordinary medical attendance free, but pay one-fourth of the cost of specialized medical care.

The sections of the 1946 Act that deal with old age, widow's, children's, maternity and disablement insurance recognize the present-day high costs of living. Accordingly, the country has been divided into two price level zones, with allowances in the first zone being larger than those in the second. Furthermore, the above-mentioned allowances are geared to a cost-of-living index, and rise or fall in amount, as the index climbs or declines.

All Icelandic citizens over the age of 67 are eligible to receive a pension of 1,200 Kr. annually if living in the first price level zone and 900 Kr. if resident in the second zone. Married couples, if both are over 67, receive a double pension minus 20 per cent.

The disablement pension program is administered in much the same manner as the old age pensions. Anyone who has lost 75 per cent of his working capacity is entitled to a pension equivalent to an old age allowance. Disablement cases requiring special care or nursing may receive an increased allowance up to 40 per cent of the initial payment.

Under the children's allowance provisions of the Act, payments are made to the children of old age pensioners, to the children of disabled persons and widowed mothers, to orphans, illegitimate children and to the children of divorced mothers. All these payments are made in respect of children under 16 years of age.

Family allowances are paid to families in excess of three children under 16 years of age, and who are not in receipt of children's allowances. If the father is out of work because of accident or illness, and for that reason in receipt of a daily allowance, the family will receive the children's allowance in respect of the first three children.

Maternity allowances are the same throughout Iceland although a distinction is made between working and non-working women. Working women receive a smaller payment but if their pregnancy entails a loss of wages, they are entitled to a special weekly allowance for the six weeks before and after delivery. Married working women receive this allowance only where the husband cannot maintain his family.

The Act provides for two forms of daily allowances: accident and sickness. Accident insurance now covers all wage-earners except those engaged in domestic work. The payments extend for a maximum of 26 weeks for each accident and a standard per diem allowance of 7.5 Kr. has been established.

Sick benefits vary according to the zone the recipient is located in and as between single and married beneficiaries, the allowances being considerably higher for married persons.

Revenue for this extensive social security program is secured by contributions from employers, employees, parochial bodies and State grants. Total annual expenditure for the principal items enumerated is estimated at 71,500,000 Kr. or approximately 4·5 million dollars in Canadian currency.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

The decision printed below relates to the benefit rights of apprentices who lost their employment by reason of a stoppage of work due to a labour dispute. Because of its importance it is printed in full.

Held that the apprentices concerned in the appeal lost their employment by reason of a stoppage of work due to a labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, in which dispute they were directly interested and that in addition the appellant, who was also an apprentice, participated therein.—CU-B 622 (October 2, 1950).

DECISION

Summary of the Facts:

The claimant, single, 20 years of age, filed an initial application for benefit on January 23, 1950. He reported therein that he became employed as an apprentice plumber with Band and Cole Limited, Plumbers, etc., Ottawa, Ont., in August, 1947 and that his last day of employment with that firm was January 20, 1950. In the same application, he also reported that he had lost his employment for the following reason:—

> Labour dispute—I was laid off—I am a union member. I had no part in strike decision.

In the separation questionnaire, the employer stated that the claimant was laid off because of "lack of work due to strike".

According to the submissions, the agreement between the Ottawa Master Plumbers Association of which the claimant's employer is a member and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada was due to expire on December 31, 1949. Two months prior to the expiration thereof, Local 71 notified the Employers' Association that they intended to ask for a new agreement including a 20 cent wage increase in the hourly rate, two weeks' vacation with pay, compulsory check-off of union dues and improved working conditions. As a result negotiations were carried on between both parties but no settlement was reached. Finally, a general stoppage of work occurred at the premises of approximately 37 employers on the morning of January 3, 1950, affecting 375 workers comprising journeymen, plumbers, plumbers' helpers, steamfitters, steamfitters' helpers and apprentice plumbers.

Upon the evidence before him, the insurance officer disqualified the claimant from receipt of benefit as from January 23, 1950 under Section 39 (1) of the Act for so long as the stoppage of work continued.

From the decision of the insurance officer, the claimant, on February 8, 1950, appealed to a Court of Referees on the following grounds:—

> I am a plumber's apprentice under Government contract. Was laid off due to no work. Was laid off January 20, 1950, and was told not to come back until called. Also was refused Unemployment Insurance.

The claimant's case as well as that of another apprentice, Gerard Jobin, came before a Court of Referees in Ottawa, Ont., on March 7, 1950, but the hearing was adjourned as the Court required additional evidence.

The Court of Referees resumed its hearing of the two cases in Ottawa, on March 16 and 20, 1950. Those who appeared before the Court were the claimants, Barter and Jobin, their representatives Messrs. Leduc, Bruce and Connolly and employers Seasons, McLellan, Band, Erskine and their solicitor, Mr. Laishley. The majority of the Court upheld the decision of the insurance officer but amended the effective date of the disqualification imposed upon Frederick Barter. Their decision reads:—

> The claimants are members of Local 71 of the United Association of Plumbers and Steamfitters of United States and Canada and they are indentured apprentices under the Apprenticeship Act. Accordingly their wages are set by their respective contract with their employer, pursuant to Section 8, subsection (2) of the general regulations under the said Act. Both claimants were aware of the claims being made by Local 71 previous to December 30, 1949, and of the pending labour dispute as well as the impending stoppage of work previous to January 3, 1950. They did not show up for work on January 3, 1950, because of the stoppage of work decided upon for that day. They had been working with Master Mechanics who kept them aware of what was going on, but Barter was also present on December 28, 1949, at the meeting of Local 71 when the stoppage of work was decided upon.
>
> Both of these claimants have been in receipt of strike pay from the Local Union 71 and by not reporting to work on the 3rd of January, 1950, on account of said dispute and stoppage, both lost their employment in that way. It must be noted, however, that Barter was taken on again by the same employer from January 9th to 21st but was laid off on the last-mentioned date for an indefinite period because of the strike. Both sides admit the labour dispute and consequent stoppage of work.
>
> It is contended however on behalf of Local 71 that the claimants are not on strike because they are governed absolutely by the Apprenticeship Act and by their respective indenture and that they are not included in the agreement between the Master Plumbers and Local Union 71.
>
> Consequently they are not affected by Section 39 of the Unemployment Insurance Act.
>
> The majority of this Court believe that it cannot be denied that the claimants are workmen in the plumbing and steamfitting trade and have lost their jobs because of the dispute and stoppage of work. Moreover, that the said agreement does include them by its opening declaration and by Sections 2 (*a*), 9, 10, and 11. As members of Local 71 they are on the same footing as other employees in the trade, in so far as the general purposes of the agreement are concerned and they stand to lose or gain by the dispute or stoppage of work. By paying their dues as members of the Union, they acquire a proprietory interest in the funds of the Union and are thereby financing the strike. They also receive a strike pay. Unless they have some interest in the stoppage of work in some measure, common with the members of Local 71, it would be hard to understand the presence and the strenuous arguments of Mr. Leduc, the business agent, and Messrs. Connolly and Bruce, the two general organizers before us.
>
> We further believe that these claimants have failed to discharge the double onus placed upon them by Section 39, subsection (2).
>
> The work in the shop or other places where these claimants were employed has not been resumed since the 3rd of January, 1950.
>
> The question now before the Court in our opinion should be, therefore, answered in the affirmative and both appeals should be dismissed.
>
> It will be well to recall in the case of Barter that the evidence has shown that he resumed work on January 9 to 21 with the same employer and was laid off on the last-mentioned date by reason of the stoppage of work referred to. Subsequently found work in the same line on March 2, 1950. Consequently in the case of Barter, his disqualification should be for the periods of December 31, 1949 to January 12, 1950, and from January 22, to March 1, 1950, all dates inclusive.

From the decision of the Court of Referees, the claimant, on April 5, 1950, appealed to the Umpire.

CONCLUSIONS:

This case was the subject of two hearings (May 20 and July 4, 1950), at which the claimant was ably represented by Messrs. S. Wolstein and J. Bruce. At the second

hearing, Mr. H. S. Relph, Chief Claims Officer, expressed the views of the Unemployment Insurance Commission.

According to the two union officials, the claimant, as well as all the other apprentices interested in this appeal, had no concern or interest whatsoever in the labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and were merely victims thereof. In their opinion, the apprentices were unemployed due to a shortage of work caused by the strike of the journeymen and as they were bound by the particular conditions of their apprenticeship and under the control of their employers they would not have benefited by the result of that strike. They finally argued that the apprentices were "in the same position as other building tradesmen whose employment was cut off by the strike."

The Chief Claims Officer contended that not only were the apprentices directly interested but they participated in and financed the said dispute.

At the outset of my remarks, I would like to stress the fact that pursuant to subsection (1) of Section 39 of the Act, a claimant is automatically disqualified from receiving benefit "if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation."

In accordance with subsection (2) of that section, however, he is entitled to relief from disqualification if he proves, and the burden is specifically placed upon him, that he satisfies each of the six following requirements:—

(*a*) That he is not
1. participating in
2. or financing
3. or directly interested

in the labour dispute which caused the stoppage of work; and (*b*) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage of work there were members employed at the premises at which the stoppage is taking place, any of whom are

4. participating in
5. financing
6. or directly interested in the dispute.

The claimant is a member of Local 71 which was actively engaged in the labour dispute. This, in itself, is not conclusive evidence of his participation in the dispute. It appears, however, that he was present at the meeting of his local when the strike was decided on by the journeymen and that notwithstanding the fact that his contract of apprenticeship was entered into with his employer, he did not report for work on the morning of the commencement of the strike.

Under the circumstances and notwithstanding the argument of the representatives of the union that pursuant to the trade regulations of the Apprenticeship Act (building trades) a junior mechanic "shall not be obliged to remain with the employer during a strike or lockout," it is my opinion that the claimant identified himself with the labour dispute and that, he must be considered as having been a participant therein.

According to Form UIC 743A (Report on Industrial Dispute Commencement) which is on file, the cause of the strike was the refusal of the employers to meet the demands of the union for a new agreement which would include the following changes:—

1. Increase in hourly rate of 20 cents
2. Two weeks' vacation with pay
3. Employer supply all tools
4. Retention of old city limits for starting and quitting time
5. Compulsory check-off in union dues. Double time on Saturdays.

I am satisfied that as the plumbers' apprentices in Ottawa were paid a flat rate of wages in accordance with their contract of apprenticeship, they would not have benefited by an increase in the rate of wages given to the journeymen.

The employers, however, who appeared before the Court of Referees, emphatically stated that any increase in the vacation period with pay would also apply to the apprentices. Furthermore, as in accordance with the Apprenticeship Act the hours of employment for apprentices have to be the same as those of journeymen engaged in the trade, they would certainly have been affected by any change in the "starting and quitting time" of the journeymen. Finally, it is hard to conceive that if the journeymen's demand for "double time on Saturdays," was granted, the apprentices would not have benefited accordingly.

As to the union officials' argument that the apprentices "were in the same position as other building tradesmen whose employment was cut off by the strike," I cannot agree for the obvious reason that neither

were the latter's conditions of work regulated in any way by the bargaining agreement between the employers and Local 71 nor had they anything to do directly or indirectly with the strike.

Under the circumstances, I consider that all the apprentices concerned in this appeal were directly interested in the labour dispute between the Ottawa Master Plumbers Association and Local 71 of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. Having decided also that the claimant participated in the said labour dispute, it is quite unnecessary for me to go into the question as to whether the claimant or the other apprentices financed the dispute or belonged to a grade or class of workers within the meaning of paragraph (*b*) of subsection (2) of Section 39 of the Act.

The appeal is dismissed.

(Sgd.) ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 2nd day of October, 1950.

Unemployment Insurance Statistics, November, 1950*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of November, 1950, initial and renewal claims for benefit filed at local offices of the Unemployment Insurance Commission amounted to 93,016. This represents a seasonal increase over the October total of 62,243 but a considerable reduction from the November, 1949, level of 114,888 claims.

A similar seasonal increase is exhibited in the number of ordinary claimants on the live register. In November there were 124,794 ordinary claimants on the live register as compared with 90,301 in October and 152,269 in November, 1949.

Of the 138,583 active claimants (ordinary, short-time and casual) on the live register on the last day of the month, 91,813 or 66 per cent were on the register seven days or more. This represents a percentage decline from last month, when 70,902 or 70 per cent of a total of 101,924 active claimants were in this category.

A total of 82,319 initial and renewal claims were adjudicated during the month. Claims allowed numbered 64,562, while those disallowed or disqualified totalled 17,757. In addition, 9,430 revised claims were disqualified.

Claims disallowed (because of insufficient contributions) numbered 8,854. Chief reasons for disqualification were as follows: "voluntarily left employment without just cause" 4,669 cases; "not unemployed" 2,472 cases; "not capable of and not available for work" 1,225 cases.

* *See* Tables E-1 to E-7.

Persons commencing benefit on initial and renewal claims in November numbered 49,532. This represented an increase over the total for the previous month (33,772) but a considerable decrease from the total for the same month last year (63,702).

During the month of November a total of $4,184,103 was paid in respect of 1,781,566 days, as compared with $3,570,904 and 1,540,670 days in October, and $5,048,373 and 2,178,130 days in November, 1949.

For the week of November 25 to December 1, 79,052 persons received $1,052,948 in respect of 439,993 days. This represents a moderate increase over the total of 65,682 persons, $858,376 and 369,286 days for the week of October 28 to November 3.

Average weekly duration of benefit of 5·6 days for the week of November 25-December 1, was unchanged from the week of October 28-November 3. The amount of weekly benefit, however, increased from $13.07 for the week of October 28-November 3 to $13.32 for the week of November 25-December 1.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during November, 1950, insurance books were issued to 3,944,985 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 89,048 since October 31, 1950.

As at the end of November, there were 241,506 employers registered.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

December 1950 . . .

. . . saw an accentuation of trends that had become apparent in November; that is, a seasonal employment decline in many industries, accompanied by expansion in some sectors of manufacturing in response to defence needs. As a result, with a growing surplus of unskilled workers on one hand, on the other, more skilled workers of certain types were required than were available, especially in the metal-working trades. In the highly industrialized provinces of Ontario and Quebec, these shortages were more apparent than in the other regions.

Seasonal unemployment continued to grow during December. The onset of winter brought about further lay-offs of workers in construction, transportation and fishing. The increase was offset in part by continued hiring in the manufacturing industries of the central provinces and a steady demand in Eastern Canada for woods workers. At the beginning of the year, however, the number of those seeking work had increased substantially. Most of these were unskilled and semi-skilled workers and, for those without factory or woods experience, there was little prospect of steady employment until spring.

By January 4, the total number of applications for work at National Employment Service offices were 248,100, or 4·8 per cent of the civilian labour force. Comparison with the total at December 21 shows that applications increased by 33,000 during this two-week period, distributed equally across the country. An increase of 4,000 applications from female workers in the week ending January 4 reflects the lay-off of Christmas help in the retail trade. About 85 per cent of all those applying for jobs were covered by unemployment insurance.

The current employment situation had altered considerably from that of last year at this time. There were over 50,000 fewer applications for jobs and employers have been listing a greater number of vacancies with the NES. Average weekly salaries and earnings in the eight leading industries had increased by almost 6 per cent since the previous year to total $46.39 at November 1. In the same period, total labour income had increased by 9 per cent; by November 1, for all Canada it amounted to $723 million. Average hours being worked per week in manufacturing which totalled 43 at Novmeber 1, showed signs of a slight upward trend over the year.

The scarcity of materials, mainly steel, did not prevent the expansion of employment in manufacturing during December. More workers were absorbed into many industries, particularly aircraft firms and foundries, and the letting of substantial defence contracts gave promise of increased hirings in the near future. The immediate need was for skilled workers. The demand for tool and die makers, machinists, draftsmen and welders was particularly strong.

At the end of 1950, much work remained to be done in the woods. The combination of heavy snow in northern Ontario and wet weather in the Maritimes has delayed operations, causing operators to extend their cutting season beyond the normal dates. Although most camps had complete staffs, the turn-over of labour was heavy, and there was still a steady demand for experienced men.

Regional Analysis

In ***Newfoundland***, most fishing activity ended during December, construction slackened and ice in harbours in the northern half of the province brought coastal navigation in those parts to a close. Consequently, employment in wholesale trade and dock work was also reduced. Woods employment on the other hand remained much higher than last year and a continuing high rate of labour turnover resulted in a wide distribution of income from this employment. Iron mines on Bell Island

have been operating steadily with two shifts each. On balance, it appeared that conditions in Newfoundland this winter were considerably less severe than last year. Job applications on hand at NES offices totalled 4,200 at the end of December as against 9,100 a year earlier.

In the ***Maritimes,*** employment conditions contrasted sharply with those that existed last year at the same time when, as well as the usual seasonal slackening, woods activity had been considerably curtailed by loss of United Kingdom markets. Applications for work at NES offices totalled 23,900 at December 28, 1950. Many of these workers had been engaged in construction or fishing, and were seeking alternative winter jobs. Woods activity in both Nova Scotia and New Brunswick, although hampered by soft ground conditions because of the mild weather, was already providing employment for hundreds of men and demand for workers would likely be accelerated with hauling in January. The shipbuilding and railway rolling stock manufacturing industries were also in a considerably better position than last year as far as orders were concerned, although steel shortages might cause difficulties in the future.

Employment conditions in the ***Quebec*** region, as in the Maritimes, were much better in December, 1950, than they were a year ago. Activity was well maintained in woods work, mining and most phases of manufacturing. A relatively high level of construction employment continued, especially for skilled tradesmen. Some construction workers however, along with dock workers, freight handlers, seamen and farm workers were seeking winter jobs. Registrations at NES offices rose to 71,000 at the end of December but were still 17,000 below those at the same time last year.

The strong demand for experienced pulp cutters throughout the region was only slightly eased during December by the release of additional workers from farming and construction and the completion of some cutting programs. In other areas, where shortages of cutters have been acute, extended cutting seasons were anticipated.

Manufacturing output and employment in the region reached the highest point of the year in December. Had it not been for the uncertainty created by shortages of materials and the growing scarcity of key skills, even further expansion might have resulted. This was especially true in and around Montreal, where heavy iron and steel industries in particular were handicapped by the tight materials and skilled manpower situation. Defence orders for electronic equipment, chemicals, aircraft and aircraft parts, as well as for military clothing, have already been distributed in this area and substantial hiring was expected.

In the ***Ontario*** region, unusually favourable employment conditions prevailed, in spite of some seasonal curtailment in construction, water transportation and certain sectors of manufacturing. As a result, the total of 53,000 job applications filed with the NES at the end of the month was 6,000 greater than at December 1, although considerably lower than at the same time last year.

Although expansion of manufacturing output and employment was made difficult by shortages of steel, these were not sufficiently severe or widespread to reduce the overall level of employment in Ontario manufacturing. The aircraft industry continued to hire extensively, foundries throughout the regions showed slight increases in employment, and the electrical apparatus chemicals, rubber, leather and textile industries in general maintained normal activity with expansion reported in some areas.

Although cutting programs were well advanced by the end of the month and hauling was expected to begin early in January, the larger woods operators in northern Ontario continued to seek experienced cutters. Some were still awaiting the arrival of immigrant woods workers to expand their operations.

In the ***Prairie*** region, employment opportunities slackened considerably during December and active registrations at NES offices rose by 7,000 during December to total 37,000 at the end of the month. The leading factor contributing to the lower level of activity was the release of workers from the construction and meat-packing industries. Temporary clerks were also released from retail stores after Christmas.

Generally, unemployment was higher than last year in the north and centre of the region and lower in the eastern section. Because of the greatly increased pulp cutting program, conditions at the Lakehead were much better than a year ago. In the west, particularly in centres on the Regina plains and along the north Saskatchewan valley, registrations showed a considerable increase over the comparable 1949 levels. Part of the increase was due to the effect of the early and severe winter upon the construction industry, but some could be attributed to the lower cash income of farmers. The consequent lower purchasing power had a noticeably depressing effect on retail trade in those areas during December.

In the ***Pacific*** region, operations in nearly all industries reached a low ebb during the month of December, but the employment situation was generally better than in the same period during the past two years. Favourable weather made possible a comparatively high level of logging and construction activity and, due to the higher income from all sectors and the prospect of continued logging employment, retail sales for the month were much greater than expected. Active registrations at NES offices were 13 per cent lower than the comparable total in 1949. During the month, however, registrations increased by 7,000 to a total of 37,000 at December 28.

The increase was largely in forestry occupations and occurs annually when logging camps and sawmills shut down for alterations and repairs over the Christmas holiday period. Prospects appeared bright for the logging industry in the coming year with both domestic and export demand at record heights. After set-backs in the fall, shingle mills were increasing production. With mild weather, the construction industry was still relatively active. Full time employment in coal mining was maintained during the month but stocks on hand were increasing with continued mild weather.

Industrial Analysis

Some seasonal curtailment of employment in the ***manufacturing*** industries took place during December as the annual peak of activity passed but this was offset in part by the upward cyclical employment trend.

Industries in their active period during December included those producing some primary textiles, tobacco, agricultural implements, non-ferrous metal products, meat products and furniture. The automobile and parts industry was busy in December also, but a lay-off of nearly 4,000 workers due to re-tooling by one of the major producers reduced the numbers actually at work. The above groups constituted about 25 per cent of the working force in all the manufacturing industries, or about 300,000 persons.

On the other hand, several of the manufacturing industries were in their slack period in December. In particular, declines in employment took place in the food products, clothing and sawmill industries. In other manufacturing industries, employment declines at the year-end have been usual but not extensive. On the whole, therefore, an increase in unemployment occurred during December among workers usually associated with manufacturing firms.

The total number of applications for manufacturing employment on hand with the NES at the end of the month was slightly less than 50,000, an increase of about 10,000 during the month. This increase was about equally divided between skilled and unskilled groups. Among both these, new applications were heaviest in the food, secondary textile, lumber and metal-working trades.

Employment in the ***logging*** industry in Eastern Canada reached its yearly peak in the first week of December and subsequently began to decline. This decrease in the number at work in the woods was due in part to the completion of cutting in some camps but also to the movement of loggers back home for the Christmas holiday season.

The number of loggers employed by the Canadian Pulp and Paper Association member companies, which control the larger part of pulpwood logging in the East, reached a peak of 67,250 at December 3. This represented an incerase of nearly 60 per cent over last year's peak. By December 23 of 1950 the number reported at work had declined to about 56,000.

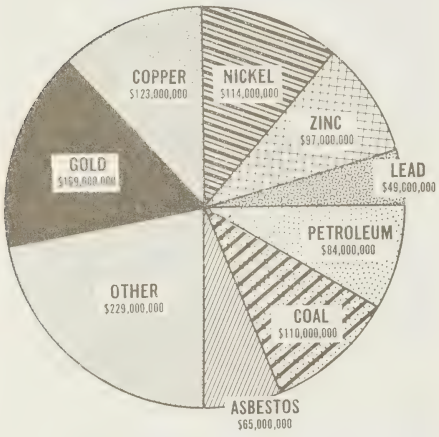
Although British Columbia logging continued at a high level in most areas during the first three weeks of December, nearly all camps closed then for holidays until the first week in January. Logging conditions were generally good both in the mainland coastal areas and on Vancouver Island and were excellent in the Northern Interior. A high degree of optimism prevailed throughout the entire logging industry and, if weather conditions remained favourable, a heavy demand for loggers was anticipated shortly after the New Year.

December brought to a close the most active year in the history of the Canadian ***mining*** industry, both in terms of value of production and of labour force employed. Preliminary estimates made by the Dominion Bureau of Statistics placed the gross value of mineral production for 1950 at $1,040,000,000. Employment in all sections of the industry was in the neighbourhood of 90,000 during the year.

The greatest expansion during the year was in the non-metallic group. The index of employment in the industry reached a high of 197·2 at October 1 (June 1, 1941=100), compared to 168·9 one year earlier. This employment increase was principally due to increased activity in petroleum and asbestos mining. The annual value of asbestos production reached an all-time high of $65,000,000 and petroleum production increased from 21,000,000 barrels to 29,000,000.

In the metal mining industry, gold, copper, zinc and nickel all showed improvement over 1949 levels. The index of employment in this sector of the industry is indicated by the rise in the employment index from 92·4 to 98·0 (June 1, 1941=100) in the twelve-month period following October 1, 1949. The estimated value of all metals produced during 1950 was $621,000,000.

MINERAL PRODUCTION IN CANADA
1950



A moderate decline in both production and employment in the coal mining industry took place during 1950. About 23,000 persons were reported as employed in Canadian coal mines in the fall of the year, a drop of 1,500 from 1949. The decline in production was relatively less; coal output for 1950 was estimated at 19,000,000 tons compared with 19,120,000 in 1949.

The rapid post-war expansion in the ***service*** industries was tapering off in the latter part of 1950, according to the latest labour force statistics. The number of persons employed in the industry was recently estimated at 900,000, compared to about 750,000 at the end of 1945. In the past year, there was only a moderate expansion in the industry's labour force, apart from the short-run fluctuations which occurred in the personal service sector.

By type of work, the total labour force was distributed as follows: public service, 259,000; government service, 279,000; recreational service, 25,000; business service, 56,000; personal service, 276,000. Over the last year, there has been a moderate increase in public and business service employment and a slight downward tendency in the personal service group.

There was a marked increase in male applications for employment in the personal service occupations at NES offices during December, although at the same time there was a decline in female registrations. This was chiefly due to the demand for extra workers around the Christmas season in occupations in which women predominate, such as waitresses and domestic help. Male applications were concentrated in such occupations as protective service and building service, which showed a substantial increase over the month.

In the ***construction*** industry, seasonal lay-offs during December were less extensive than in the same month last year, due to the heavy backlog of work in the industry and the high volume of winter work being carried on as a result. This decline in winter unemployment has taken place in spite of the continued expansion in the size of the construction labour force. At the peak this year, it was estimated that the working force in the industry totalled about 380,000, nearly 20,000 above the high point in 1949.

There was, however, a substantial increase in the number of live applications for construction work registered with the National Employment Service during December. At the first of the month, the figure was 21,000, which increased to 37,000 by December 28. In 1949, the comparable figures were 27,000 and 45,000.

Among the skilled trades the two largest groups registered were carpenters, and painters. These were also the two largest occupational groups in the industry's labour force. In proportion to the number employed, winter unemployment has usually been heaviest amongst bricklayers and cement finishers and similar trades where work is restricted by weather conditions, but this tendency was not apparent in December. There were 13,000 applications from unskilled construction workers on file at December 28.

Employment Service Activities

Although hampered by the seasonal decline, placement activity at employment offices continued fairly strong during most of December. Hiring was active for the Christmas trade in stores, in the post office, and in some service establishments. The influx of seasonal workers continued but few of those released were suitable for this type of work; students and women made up the bulk of the temporary Christmas working force.

Applications from men increased at a rate of 10,000 or more a week from the middle

of November to December 28. Applications from women during December dropped by about 8,000, in part the result of Christmas hiring and partly because of the regulations regarding the eligibility of married women for unemployment insurance benefits.

Registrations on hand from skilled and semi-skilled workers rose at approximately the same rate as those from the unskilled group, although it was probable that within the first group the increase was mainly among the semi-skilled.

More handicapped workers were being placed this year than a year ago, another indication of the more active labour market. Efforts were being made by special placement officers to discourage youths from leaving school after one or two years secondary school education; those who have done so often have presented a difficult placement problem.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics urban cost-of-living index advanced from 171·1 to 172·5 between December 1, 1950 and January 2, 1951. All group indexes, except rents, registered increases between these dates. Foods advanced 1·4 points to 220·2, as a result of higher prices for meats, butter, vegetables and fruits. These increases were sufficient to overcome a sharp seasonal drop in eggs of nearly eleven cents per dozen. The clothing index moved from 184·9 to 187·1, following higher prices concentrated mainly in men's wear. The largest group index increase was shown for home furnishings and services, which rose 3·4 points to 179·8. The more important advances in this group were registered by furniture, carpets, blankets, laundry and telephone rates. Fuel and light moved up 0·8 point to 141·5, largely owing to higher prices for coal. The index of miscellaneous items increased from 134·1 to 135·8, influenced by higher quotations for health care, barbers fees, gasoline, street car fares and newspapers. Rents were unchanged at 136·4.

From August 1939 to January 1951, the increase in the cost-of-living index was 71·1 per cent.

Cost of Living in Eight Cities

Seven of the eight regional city cost-of-living indexes registered increases between November and December. Halifax receded 0·1 to 159·0. Among groups food prices registered narrow changes in eastern Canadian centres while prices were higher in western centres. This reflected mainly sharp seasonal increases for eggs in the west. Home furnishings and services indexes were higher at all centres as also were clothing prices. The indexes for miscellaneous items were unchanged to narrowly higher while fuel and lighting costs were unchanged. Rentals also remained unchanged since they were not surveyed in December.

Composite city index increases between November 1 and December 1 were as follows: Edmonton 1·5 to 166·4; Vancouver 0·9 to 172·6; Saskatoon 0·9 to 169·6; Winnipeg 0·9 to 166·2; Montreal 0·5 to 175·3; Toronto 0·3 to 167·2 and Saint John 0·1 to 167·6.

Wholesale Prices, November, 1950

The General Wholesale Price Index recorded an all-time high in November 1950, moving up 1·4 points from the October level to 174·0. All groups registered increases with the exception of Non-metallic Minerals which declined 1·5 points to 141·7. Non-ferrous Metals recorded the largest gain, advancing 3·4 points to 176·4. Wood Products followed with an increase of 3·2 points to 213·4. Textile Products advanced 3·1 points to 197·7 and Animal Products moved up 2·3 points to 184·0. Fractional increases were recorded for the remaining three groups. Chemical Products at 130·8 registered a point increase of 0·9 over the October level. Vegetable Products and Iron Products moved up 0·4 each to 149·1 and 189·6 respectively.

Among price increases recorded by selected commodities between October and November, the following were noted: eggs, Grade "A", Calgary, 21·2 per cent, solder 20·0 per cent, tin ingots 19·6 per cent, soya-bean oil 19·4 per cent, zinc sheets 18·3 per cent, raw rubber 16·1 per cent, hessian 15·9 per cent, wool blankets 15·0 per cent, worsted yarn, 4 ply, 13·3 per cent, cheese, No. 1 white, Montreal, 12·7 per cent, men's woollen underwear 12·4 per cent. Price decreases were recorded for the following items in the same period: gasoline, Regina, 17·5 per cent, onions, Toronto, 16·6 per cent, red cedar shingles 12·5 per

* *See* Tables F-1 to F-6.

cent, lard, Vancouver, 9·8 per cent, green coffee beans, Santos, 9·4 per cent, gluten feed 8·6 per cent, potatoes 8·1 per cent, ham, Vancouver, 7·7 per cent, eggs, Grade "A", Toronto, 7·1 per cent.

The Canadian Farm Products wholesale price index rose 1·2 points to 142·5 from October to November. The Animal Products group rose 3·2 points to 207·7, as higher prices for raw wool, hides and skins, eggs and fresh milk outweighed a small decline in livestock.. A drop of 0·1 point to 103·5 in Field Products was due to declines in onions and potatoes.

Changes in Prices Tables

Beginning with next month's issue, certain changes will be made in the prices tables published monthly in the LABOUR GAZETTE.

Food.—As part of a program modifying the procedure used in calculating the cost-of-living index, the Dominion Bureau of Statistics is reducing its sample of cities from which food prices are collected from sixty-four to thirty-four. As of January 1951, the present list of sixty-four cities is being reduced to thirty-three and St. John's, Newfoundland, is being added for the first time. While prices will be collected in Newfoundland, they will not be included in the Dominion cost-of-living index until the revision now under way is completed.

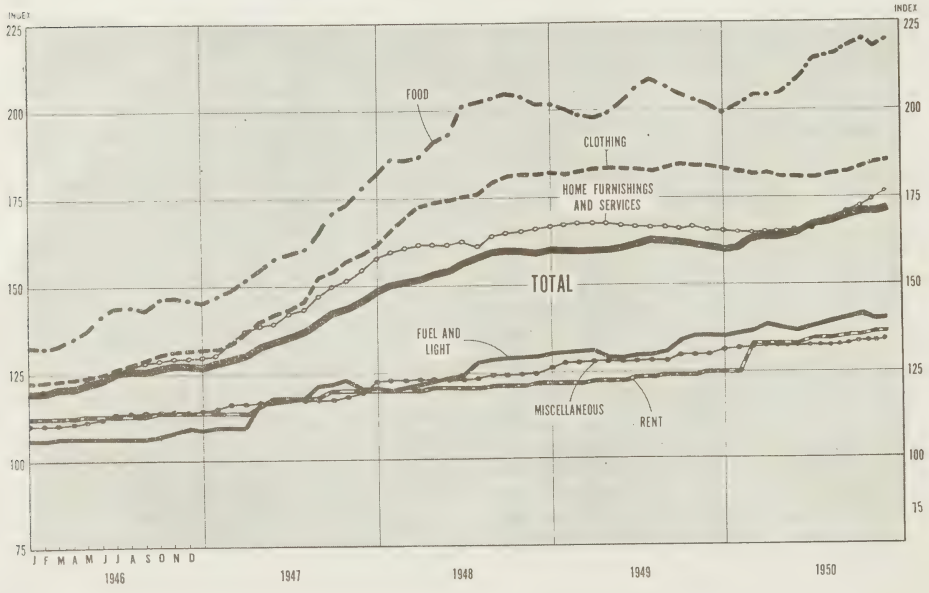
This reduction in sample size will contribute materially to speed and economy of operation without affecting index accuracy. Tabulation work required to include sixty-four cities is such that the cost-of-living index is not published until the fourth day of the month following, whereas under the new procedure it is planned to release the index in the month to which it applies. Extensive tests have established that a food index calculated from prices in thirty-three cities is as accurate as one obtained from sixty-four cities.

As a result of this action, price averages of specified foods will be published in the LABOUR GAZETTE, starting with the March issue, for thirty-four rather than sixty-four cities.

Rent.—Since November, 1947, the Dominion Bureau of Statistics has been collecting at quarterly intervals, records of rents paid by a sample of households in urban areas all across Canada. The aggregate rent paid by a group of households in a given month is compared with the aggregate rent paid by the same group for the same living quarters in the next month. With a matched sample such as this, variations due to changes in the sample and to non-response are eliminated, and the result is a reliable measure of the change in rent paid for comparable accommodation. Rent reported is cash rent paid in all cases,

COST OF LIVING IN CANADA FROM JANUARY 1946

(1935-39=100)



regardless of minor changes in the services provided. Rent for commercial properties is specifically excluded.

The foregoing record of change in rents obtained directly from a scientific sample of households is considered more accurate than previous records (now being published in the GAZETTE), which are based mainly on realtors' lists of rental properties, and which have become much smaller in recent years. As a result, this latter record is being discontinued and household sample data will now provide the sole source of rent information. While this material provides accurate individual measurements information for larger cities, the household sample is not large enough to give reliable comparisons for smaller cities and towns. Therefore, commencing with prices for January, 1951 (to be published in the March issue), average rent ranges for certain cities as presently published in the LABOUR GAZETTE will be discontinued. Instead a table of rent indexes for eight cities will be published to provide an idea of trends in some of the larger regional centres. In the case of Saskatoon, which is one of the eight cities, the household sample has been especially enlarged for this purpose.

STRIKES AND LOCKOUTS*

Canada, December, 1950

There was little strike activity during the month, the time loss being the lowest recorded for any month since June, 1945.

Preliminary figures for 1950 show 137 strikes and lockouts, the same number as in 1949. The trans-Canada railway strike in August, 1950, which involved some 125,000 workers, was instrumental in bringing the total of workers on strike in 1950, 187,000, to the second highest figure of any year in the records of the Department. In 1943, when the greatest number of strikes and lockouts, 402, was recorded, the number of workers involved in stoppages, 218,404, was the highest of any year on record. The time lost in 1950 was higher than in 1949 by some 325,000 days, but in six previous years, 1911, 1919, 1922, 1945, 1946 and 1947, the time loss was greater than in 1950. The railway strike was responsible for a million days of the total loss in 1950, 1,400,000 days.

In 1950, preliminary figures show 137 strikes and lockouts, involving 186,981 workers, with a time loss of 1,389,234 man-working days. In 1949, there were 137 strikes and lockouts, with 51,437 workers involved and a loss of 1,063,667 days.

Preliminary figures for December, 1950, show 13 strikes and lockouts in existence, involving 2,562 workers, with a time loss of 8,438 days, as compared with 17 strikes and lockouts in November, 1950, with 13,714 workers involved and a loss of 49,125 days. In December, 1949, there were 15 strikes and lockouts, involving 3,197 workers and a loss of 24,039 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in December, 1950, was 0·01 per cent of the estimated working time; 0·06 per cent in November, 1950; 0·03 per cent in December, 1949; 0·14 per cent for the year 1950; and 0·11 per cent in 1949.

Of the 13 strikes and lockouts in existence during the month one was settled in favour of the workers, four in favour of the employers, four were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the year two strikes were recorded as unterminated, namely, cotton and rayon underwear factory workers at Sherbrooke, P.Q., and coal miners at Lethbridge, Alta.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; textile products factory workers at St. Lambert, P.Q., August 29, 1949; printers at St. John's, Newfoundland, May 22, 1950; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950. The strike of department store clerks at New Westminster, B.C., which commenced on August 27, 1949, was called off by the union on January 2, 1951.

* *See* Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1950, and in this article are taken as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1950, was 116 and eight were still in progress from the previous month, making a total of 124 during the month. In all stoppages of work in progress in the period there were 40,300 workers involved and a time loss of 246,000 working days was caused.

Of the 116 disputes leading to stoppages of work which began in October, six, directly involving 8,100 workers, arose out of demands for advances in wages, and 52, directly involving 4,700 workers, on other wage questions; two, directly involving 100 workers, on questions as to working hours; 25, directly involving 4,800 workers, on questions respecting the employment of particular classes or persons; 27, directly involving 8,500 workers, on other questions respecting working arrangements; three, directly involving 100 workers on questions of trade union principle; and one, directly involving 100 workers, was in support of workers involved in another dispute.

New Zealand

For the second quarter of 1950, figures show 44 strikes, involving, directly and indirectly, 28,614 workers, and causing a time loss of 28,407 man-days.

United States

Preliminary figures for November, 1950, show 250 strikes and lockouts beginning in the month, in which 160,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for October, 1950, are 525 strikes and lockouts, involving 180,000 workers with a time loss of 2,450,000 days.

(Concluded from page 146)

logging has been one of the major factors responsible for the reduction in seasonal unemployment well below that of last year. At the beginning of February, applications for jobs at National Employment Service offices totalled 292,600, about 69,600 below the number on file last year at this time.

IN BRIEF . . .

Cash income of Canadian farmers in 1950 is estimated at $2,169,251,000 in 1950, a decline of 12 per cent from the preceding year's total. . . . Canadian production of steel ingots moved to higher levels in November and the first 11 months of 1950. The month's output amounted to 279,754 tons, an increase of 10·5 per cent above the total a year before. . . . Production of electric energy by Canada's central electric stations reached an all-time record of 50,795,294,000 kilowatt hours in 1950, an increase of almost 9 per cent over the previous year's total. . . . The number of houses completed during the first nine months of 1950 totalled 59,500 units, compared with 63,000 in the same period of 1949. Prices of materials in the same period increased by 15 per cent.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1950		1949	1948	1944	1939
	Dec.	Nov.	Nov.	Nov.	Nov.	Nov.
Total Population[1] 000	.....	13,921	13,636	12,883	11,975	11,267
Labour Force—	.....	5,201	5,200	4,964	†	†
Civilian labour force[2] 000	.....	5,084	5,053	4,858	†	†
Persons with jobs [2] 000	.....	3,986	3,967	3,835	†	†
Male [2] 000	.....	1,098	1,086	1,023	†	†
Female [2] 000	.....	3,683	3,580	3,441	†	†
Paid workers [2] 000	.....	117	147	106	†	†
Persons without jobs and seeking work [2] 000	.....	210·5	202·0	203·6	183·8	123·6
Index of employment, 8 leading Industries[3]	.....	6,830	6,352	11,129	1,624	763
Immigration ..... No.	.....	3,068	2,430	4,473	244	230
Adult males ..... No	.....	.....	.....	.....	.....	481
Earnings and Hours—	.....	.....	661	632	561	†
Total labour income $000,000	.....	46.41	43.80	42.15	32.29	†
Per capita weekly earnings, 8 leading inds. ..... $	.....	106·4	99·5	95·5	†	†
Average hourly earnings, manufacturing c	.....	43·0	42·8	43·1	†	†
Average hours worked per week, manufacturing	.....	109·6	107·7	105·5	†	†
Real weekly earnings, manufacturing[4]	.....	.....	.....	.....	.....	.....
National Employment Service—	186·3	147·0	172·4	101·8	65·2	†
Live Applications for employment (1st of mo.)[5] 000	43·1	54·2	29·7	50·5	189·3	†
Unfilled Vacancies (1st of month) [5] 000	.....	16·1	11·0	13·4	†	†
Placements, weekly average 000	.....	.....	.....	.....	.....	.....
Unemployment Insurance—	124·8	90·3	105·9	55·4	8·0	†
Ordinary live claims 000	.....	636·6	584·0	509·2	245·1	†
Balance in fund $000,000	.....	.....	.....	.....	.....	.....
Price Indexes—	.....	174·0	157·1	159·4	102·4	80·4
Wholesale [3]	171·1	170·7	161·7	159·6	118·9	103·8
Cost of living index [6]	.....	261·2	226·3	229·2	146·6[7]	102·3[7]
Residential building materials [6]	.....	.....	.....	.....	.....	.....
Production—	.....	209·5	185·3	185·1	194·4	120·7
Industrial production index [6]	.....	.....	137·2	132·3	104·1	120·0
Mining production index [6]	.....	220·2	195·4	197·2	215·2	121·7
Manufacturing index [6]	.....	4,447	3,914	3,634	3,440	2,602
Electric power ..... 000,000 k.w.h.	.....	.....	.....	.....	.....	.....
Construction—	.....	161·3	117·2	83·0	18·9	12·7
Contracts awarded $000,000	.....	.....	8·4	7·8	†	†
Dwelling units, started 000	.....	.....	8·7	9·7	†	†
Completed 000	.....	.....	61·0	62·9	†	†
Under construction 000	.....	.....	.....	.....	.....	.....
Pig iron ..... 000 tons	.....	208·3	157·3	166·8	147·0	87·8
Steel ingots and castings ..... 000 tons	.....	289·5	259·7	278·0	268·9	147·2
Inspected slaughtering, cattle 000	.....	140·8	168·5	188·4	160·0	98·1
Hogs 000	.....	452·0	537·8	410·2	828·4	476·8
Flour production ..... 000,000 bbls.	.....	2·10	1·95	1·97	2·31	1·96
Newsprint ..... 000 tons	.....	456·7	436·8	397·3	256·8	288·7
Cement producers' shipments ..... 000,000 bbls.	.....	1,434	1,383	1,308	560[8]	422[8]
Automobiles and trucks 000	.....	30·3	19·7	26·8	14·0	16·8
Gold ..... 000 fine oz.	.....	378·8	362·8	311·4	223·8	425·0
Copper ..... 000 tons	.....	.....	22·1	20·2	21·9	26·4
Lead ..... 000 tons	.....	.....	13·5	16·0	17·8	17·1
Nickel ..... 000 tons	.....	.....	9·8	12·8	11·1	9·5
Zinc ..... 000 tons	.....	.....	24·7	21·0	22·4	14·7
Coal ..... 000 tons	1,888	2,061	2,092	1,893	1,638	1,741
Crude petroleum ..... 000 bbls	.....	.....	1,915	1,265	856	730
Distribution—	.....	326·9	306·7	313·6	195·3	115·6
Wholesale sales index, unadjusted [6]	.....	728·6	664·1	650·0	†	†
Retail sales $000,000	.....	327·9	239·6	238·2	141·6	84·6
Imports, excluding gold $000,000	.....	292·7	292·3	293·9	312·5	97·2
Exports, excluding gold $000,000	.....	.....	.....	.....	.....	.....
Railways—	.....	.....	5,232	5,622	5,597	3,371
Revenue freight, ton miles 000,000	.....	369·0	352·0	369·9	328·0	248·3
Car loadings, revenue freight 000	314·0	.....	.....	.....	.....	.....
Banking and Finance—	146·3	144·5	118·2	117·8	86·0	94·4
Common stocks, index [6]	.....	161·1	150·0	144·6	128·8	108·7
Preferred stocks, index [6]	96·7	93·9	89·2	95·7	97·0	108·4
Bond yields, Dominion index [6]	.....	11,008	8,540	8,022	6,671	2,930
Cheques cashed, individual accounts $000,000	.....	2,611	2,250	2,129	1,231	973
Bank loans, current public $000,000	.....	4,878	4,376	4,327	3,153[7]	1,370[7]
Money supply $000,000	.....	1,196	1,168	1,169	962	281[7]
Circulating media in hands of public $000,000	.....	3,682	3,208	3,158	2,163[7]	1,089[7]
Deposits $000,000	.....	.....	.....	.....	.....	.....

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of September 1, for 1950, 1949 and June 1, for 1948, 1944, 1939.

(2) Labour Force Survey figures given are as at November 4, 1950, October 29, 1949, November 20, 1948. Detailed figures for November 1950 will be found in tables A4–A8 of this issue.

(3) Average 1926=100.

(4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: Average for 1946=100.

(5) Newfoundland is included after April 1, 1949.

(6) Average 1935–39=100.

(7) Year end figures.

(8) Figures for 1939–44 are production data rather than shipments.

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24	55,416	34,803	20,315	110,534
Annual Average, 1925-29	74,447	37,345	30,517	142,309
Annual Average, 1930-34	12,695	12,145	11,117	35,957
Annual Average, 1935-39	3,564	5,834	5,054	14,452
Annual Average, 1940-44	3,767	6,674	4,010	14,451
Annual Average, 1945-49	26,701	31,075	18,064	75,840
1949—Total	39,044	32,957	23,216	95,217
1949—November	2,430	2,389	1,533	6,352
December	1,953	1,835	1,376	5,164
1950—				
January	1,234	1,414	1,062	3,710
February	1,906	1,676	1,377	4,959
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
November	3,068	2,090	1,672	6,830
Total (11 months 1950)	27,656	21,923	17,272	66,851
Total (11 months 1949)	37,091	31,122	21,840	90,053

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1949—November	242	1,231	3,336	915	628	6,352
December	102	848	2,645	1,134	435	5,164
1950—						
January	115	641	1,988	703	263	3,710
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
November	161	1,302	3,867	924	576	6,830
Total (11 months 1950)	1,973	12,366	35,128	11,842	5,542	66,851
Total (11 months 1949)	2,675	17,157	45,962	16,770	7,489	90,053

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total	18,118	5,938	8,336	2,998	3,654	39,044
1949—November	926	440	593	260	211	2,430
December	1,016	228	397	180	132	1,953
1950—January	483	152	278	180	141	1,234
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
July	1,893	323	433	220	184	3,053
August	896	242	403	232	222	1,995
September	1,180	211	368	241	262	2,262
October	842	343	581	263	349	2,378
November	1,141	756	629	238	304	3,068
Total (11 months 1950)	13,964	3,771	5,172	2,435	2,314	27,656
Total (11 months 1949)	17,102	5,710	7,939	2,818	3,522	37,091

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	November 4, 1950			August 19, 1950		October 29, 1949	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population	4,910	4,841	9,751	4,894	9,717	4,849	9,610
A. Labour Force	4,083	1,118	5,201	4,189	5,324	4,096	5,200
1. Persons with jobs	3,986	1,098	5,084	4,107	5,221	3,967	5,053
(1) Agricultural	901	68	969	1,039	1,151	974	1,048
Paid Workers	96	(a)	102	120	133	115	126
Employers	44	(a)	45	51	52	65	67
Own Account Workers	570	(a)	577	611	619	598	604
Unpaid Workers	191	54	245	257	347	196	251
(2) Non-Agricultural	3,085	1,030	4,115	3,068	4,070	2,993	4,005
Paid Workers	2,636	945	3,581	2,598	3,506	2,537	3,454
Employers	127	(a)	133	128	135	152	159
Own Account Workers	303	49	352	319	369	287	337
Unpaid Workers	19	30	49	23	60	17	55
2. Persons without jobs and seeking work	97	20	117	82	103	129	147
B. Not in the Labour Force	827	3,723	4,550	705	4,393	753	4,410
1. Permanently unable or too old to work	161	86	247	167	264	170	282
2. Keeping House	(a)	3,195	3,195	(a)	3,220	(a)	3,133
3. Going to school	342	316	658	(a)	(a)	323	625
4. Retired or Voluntarily idle	316	121	437	526	890	256	365
5. Other	(a)	(a)	13	10	17	(a)	(a)

(a) Fewer than 10,000.

TABLE A-5.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	November 4, 1950			August 19, 1950		October 29, 1949	
	Male	Female	Total	Male	Total	Male	Total
Agriculture	901	68	969	1,039	1,151	974	1,048
Forestry	114	(a)	115	70	71	67	68
Fishing and Trapping	30	(a)	31	48	48	38	38
Mining, Quarrying and Oil Wells	78	(a)	79	74	75	93	94
Manufacturing	1,072	279	1,351	1,081	1,362	1,064	1,342
Public Utility Operations	43	(a)	47	43	48	42	46
Construction	362	(a)	366	376	380	325	329
Transportation and Communications	349	49	398	339	388	320	365
Trade	461	224	685	434	643	454	669
Finance and Real Estate	83	65	148	78	138	79	144
Service	493	402	895	525	917	511	910
Total	3,986	1,098	5,084	4,107	5,221	3,967	5,053

(a) Fewer than 10,000.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	November 4, 1950		August 19, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland	95	1·9	106	2·0
Maritime Provinces	410	8·1	425	8·2
Quebec	1,409	27·7	1,434	27·5
Ontario	1,793	35·3	1,835	35·1
Prairie Provinces	958	18·8	989	18·9
British Columbia	419	8·2	432	8·3
CANADA	5,084	100·0	5,221	100·0

TABLE A-7.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	November 4, 1950	August 19, 1950	November 4, 1950	August 19, 1950
0	0·9	0·9	2·2	6·3
1–14	3·6	4·5	1·4	1·0
15–24	5·1	3·5	2·7	2·5
25–34	3·7	3·3	4·4	3·0
35–44	11·7	7·1	47·8	44·3
45–54	30·3	17·8	32·7	32·8
55 hours and over	44·7	62·9	8·8	10·1
Total	100·0	100·0	100·0	100·0

TABLE A-8.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	November 4, 1950		August 19, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland	*	6·8	*	7·8
Maritime Provinces	21	18·0	18	17·5
Quebec	39	33·3	38	36·9
Ontario	24	20·5	23	22·3
Prairie Provinces	13	11·1	*	5·8
British Columbia	12	10·3	10	9·7
CANADA	117	100·0	103	100·0

* Fewer than 10,000.

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B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

Source: Dominion Bureau of Statistics

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average	22	59	9	56	59	5	209
1939—Average	23	62	8	57	59	5	215
1940—Average	27	77	11	63	62	5	245
1941—Average	29	107	16	73	67	8	299
1942—Average	30	143	18	80	73	10	354
1943—Average	31	169	18	86	78	13	395
1944—Average	33	172	13	95	83	13	409
1945—Average	35	156	15	101	90	13	410
1946—Average	42	146	24	114	103	14	443
1947—Average	47	175	33	133	113	17	518
1948—Average	52	202	40	154	126	20	593
1949—October	53	219	52	175	141	22	663
November	51	218	50	177	143	23	661
December	47	217	41	174	141	22	642
1950—January	43	213	37	166	140	22	620
February	43	216	37	166	141	21	625
March	41	218	39	168	145	22	633
April	41	219	41	171	148	22	642
May	45	221	48	175	148	22	659
June	50	229	52	180	149	23	683
July	52	231	54	182	148	24	691
August	55	231	56	172	148	24	686
September	57	242	56	186	149	25	716
October	59	244	55	188	152	25	723

C—Employment, Hours and Earnings

TABLE C-1.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision)

Source: The Employment Situation, D.B.S.

Tables C-1 to C-4 are based on reports from employers having 15 or more employees—At November 1, employers in the eight leading industries reported a total employment of 2,208,451 and total payrolls of $102,450,060.

—	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1934	100·2	104·9	.....	.....	.....	98·0	103·6	96·5	.....	.....	.....	94·1
Nov. 1, 1939	123·6	117·9	101·1	126·9	108·1	131·5	124·4	112·7	103·1	124·3	120·0	115·5
Nov. 1, 1940	139·2	133·8	134·0	142·4	123·4	148·7	142·5	119·7	110·5	123·5	131·6	126·3
Nov. 1, 1943	188·7	194·1	121·6	216·3	170·4	206·2	187·4	148·1	142·1	138·8	163·6	193·8
Nov. 1, 1944	183·8	187·1	132·3	204·5	168·3	196·7	185·9	148·1	143·9	141·8	158·5	182·5
Nov. 1, 1945	171·2	178·2	123·1	193·6	161·8	178·8	170·8	150·6	145·4	145·9	161·7	172·5
Nov. 1, 1946	182·7	179·0	139·7	193·7	162·7	189·1	185·1	163·8	157·4	160·9	175·4	182·2
Nov. 1, 1947	197·8	193·3	160·4	201·4	184·9	203·7	202·2	170·1	160·7	168·0	185·9	203·1
Nov. 1, 1948	203·6	194·9	160·4	207·7	180·8	207·1	208·6	180·3	168·6	167·9	206·1	212·2
Nov. 1, 1949	202·0	188·6	165·0	206·1	167·5	202·0	208·6	185·2	173·1	171·8	212·3	208·7
Jan. 1, 1950	194·0	172·9	157·7	173·7	172·9	191·4	205·1	178·3	166·5	160·5	207·7	193·2
Feb. 1, 1950	187·2	165·5	148·2	168·3	163·1	185·8	201·0	168·9	159·5	145·4	198·4	174·9
Mar. 1, 1950	186·6	162·3	141·6	165·3	159·8	183·8	200·3	167·7	157·3	144·8	198·3	181·9
Apr. 1, 1950	187·9	163·5	147·9	167·0	160·0	184·8	200·5	168·6	157·3	146·2	200·5	189·8
May 1, 1950	188·7	159·2	150·9	162·5	155·4	185·4	201·0	170·8	158·4	149·5	203·3	195·4
June 1, 1950	196·4	174·6	167·3	180·1	168·1	193·0	207·1	178·5	160·9	164·6	214·3	203·7
July 1, 1950	202·3	185·3	179·5	186·7	183·9	198·2	212·3	186·4	169·8	169·4	222·6	208·4
Aug. 1, 1950	204·4	185·8	188·2	190·9	179·0	200·6	212·8	190·5	172·8	173·1	228·6	215·0
Sept. 1, 1950	206·3	187·8	199·1	193·3	180·1	202·1	215·3	190·9	172·8	173·9	229·2	217·5
Oct. 1, 1950	209·9	189·8	199·1	194·3	183·5	208·1	219·7	189·8	173·5	174·3	224·3	218·0
Nov. 1, 1950	210·5	187·4	191·6	192·9	179·9	210·0	221·2	189·8	174·2	175·7	222·6	213·8
Relative Weight of Employment by Provinces and Economic Areas as at November 1, 1950	100·0	6·7	0·2	3·8	2·7	29·4	42·7	12·1	5·3	2·3	4·5	9·4

Note:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100) (The latest figures are subject to revision)
SOURCE: The Employment Situation, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
				$				$
June 1, 1941	100·0	100·0	100·0	25.25	100·0	100·0	100·0	25.57
Nov. 1, 1946	119·6	154·4	132·0	33.33	114·8	147·5	130·8	33.45
Nov. 1, 1947	129·5	189·7	149·7	37.79	122·1	181·2	150·6	38.52
Nov. 1, 1948	133·3	218·0	166·9	42.15	124·0	207·1	169·7	43.38
Nov. 1, 1949	132·3	224·8	173·5	43.80	122·9	213·6	176·4	45.10
Dec. 1, 1949	132·2	224·7	173·5	43.81	121·7	212·9	177·5	45.38
Jan. 1, 1950	127·0	208·9	167·8	42.38	118·9	199·8	170·6	43.62
Feb. 1, 1950	122·6	209·2	174·2	43.99	118·4	207·2	177·7	45.43
Mar. 1, 1950	122·2	212·1	177·2	44.74	118·9	210·0	179·3	45.85
Apr. 1, 1950	123·1	214·2	177·7	44.88	119·3	212·3	180·7	46.20
May 1, 1950	123·6	215·7	178·2	44.99	119·5	213·4	181·2	46.33
June 1, 1950	128·6	222·6	176·6	44.59	121·5	215·9	180·3	46.11
July 1, 1950	132·5	232·1	178·7	45.13	123·8	222·9	182·8	46.73
Aug. 1, 1950	133·9	235·2	179·2	45.26	124·6	224·5	182·8	46.74
Sept. 1, 1950	135·1	232·0	175·2	44.24	126·4	225·4	180·9	46.26
Oct. 1, 1950	137·5	245·3	182·1	45.99	128·5	235·5	185·9	47.54
Nov. 1, 1950	137·9	248·1	183·7	46.39	128·2	237·4	187·8	48.03

TABLE C-3.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)
SOURCE: The Employment Situation, D.B.S.

Geographical and Industrial Unit	Average Weekly Wages and Salaries at			Index Numbers, (June 1, 1941=100)					
				Employment			Payrolls		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
(a) PROVINCES	$	$	$						
Maritime Provinces	**39.50**	**39.50**	**38.14**	**123·0**	**124·5**	**123·8**	**221·4**	**224·3**	**215·4**
Prince Edward Island	34.81	34.78	33.74	178·9	185·9	154·1	284·3	295·1	238·8
Nova Scotia	39.70	39.53	38.38	114·9	115·7	122·8	201·5	201·9	208·1
New Brunswick	39.55	39.78	38.04	133·4	136·0	124·2	252·7	259·4	226·9
Quebec	**44.19**	**43.93**	**41.80**	**133·5**	**132·3**	**128·4**	**246·1**	**242·4**	**224·1**
Ontario	**48.22**	**47.72**	**45.26**	**137·1**	**136·2**	**129·3**	**244·5**	**240·3**	**216·3**
Prairie Provinces	**46.15**	**45.77**	**44.29**	**147·9**	**147·9**	**144·3**	**257·9**	**255·7**	**241·4**
Manitoba	45.43	45.33	43.60	139·7	139·1	138·8	239·6	238·2	228·6
Saskatchewan	44.28	44.47	42.47	137·9	136·8	134·9	235·5	234·6	220·6
Alberta	47.97	46.95	46.10	165·5	166·8	157·8	296·5	292·6	271·8
British Columbia	**50.05**	**49.42**	**46.95**	**158·5**	**161·6**	**154·7**	**279·0**	**280·8**	**255·3**
CANADA	**46.39**	**45.99**	**43.80**	**137·9**	**137·5**	**132·3**	**248·1**	**245·3**	**224·8**
(b) CITIES									
Montreal	44.99	44.60	42.87	140·3	139·5	136·9	246·1	242·6	228·9
Quebec	38.16	38.11	36.29	121·8	122·9	122·3	224·7	226·4	215·0
Toronto	48.36	47.81	45.02	143·0	141·2	135·9	258·1	251·9	228·6
Ottawa	40.01	39.99	38.18	137·1	136·0	131·9	236·9	234·9	218·0
Hamilton	50.17	50.14	46.75	130·3	128·2	126·6	237·0	232·8	214·7
Windsor	54.73	54.76	51.98	134·0	135·2	127·9	197·4	199·4	179·0
Winnipeg	42.00	41.96	39.77	141·4	139·9	140·8	232·8	230·0	219·8
Vancouver	47.57	47.09	44.69	161·2	164·6	161·2	288·4	291·6	270·6
Halifax	36.89	36.55	35.17	131·7	133·1	127·8	212·5	212·9	196·8
Saint John	37.92	38.26	36.17	114·1	119·0	125·9	206·5	217·3	212·4
Sherbrooke	39.45	39.91	37.35	123·4	121·6	116·1	235·0	234·4	208·8
Three Rivers	43.37	44.46	41.33	144·8	144·6	136·0	242·1	247·8	216·7
Brantford	46.66	46.65	43.34						
Kitchener—Waterloo	45.00	43.39	41.79	144·2	142·3	140·2	286·1	272·3	258·5
London	45.21	44.78	41.76	166·8	166·4	155·2	296·8	293·2	254·9
Fort William—Port Arthur	48.01	47.43	47.25	80·7	81·2	80·1	148·9	148·0	144·8
St. Catharines [1]	55.92	54.90	49.93						
Regina	40.86	40.95	38.61	143·6	139·0	140·7	251·1	243·5	231·0
Saskatoon	40.09	39.75	38.82	158·6	155·6	158·3	291·3	283·3	280·0
Calgary	44.86	44.29	42.65	156·4	155·4	148·1	278·3	272·8	250·7
Edmonton	44.12	43.52	41.73	206·8	205·9	185·2	369·7	363·0	313·0
Victoria	45.87	45.50	43.49	156·2	157·1	152·6	283·2	282·6	262·9

[1] Includes Welland, Thorold and Merritton.

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TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
	$	$	$						
Manufacturing	**48.03**	**47.54**	**45.10**	**128·2**	**128·5**	**122·9**	**237·4**	**235·5**	**213·6**
Durable Goods [1]	51.32	50.93	48.15	123·2	122·7	115·5	225·2	222·6	198·0
Non-Durable Goods	44.71	44.13	42.09	131·1	132·1	127·8	248·9	247·5	228·4
Animal products—edible	45.67	43.92	44.49	138·4	144·1	140·1	250·3	250·6	245·4
Fur and products	47.25	44.95	43.59	149·8	148·0	140·8	262·4	246·4	229·3
Leather and products	34.60	34.77	33.22	103·9	103·9	108·2	191·0	192·1	189·9
Boots and shoes	33.01	33.60	31.64	100·5	102·5	106·4	186·9	193·9	189·6
Lumber and its products	43.60	43.40	40.26	134·4	136·3	124·2	269·3	271·8	230·5
Rough and dressed lumber	45.20	44.99	41.50	132·3	136·4	119·4	279·8	286·9	232·6
Furniture	42.00	41.77	39.73	173·8	170·3	160·6	265·5	258·9	234·5
Other lumber products	39.36	38.99	36.34	109·7	109·2	110·6	232·8	229·8	217·6
Plant products—edible	39.49	38.42	37.26	159·9	172·8	158·4	278·5	292·9	261·4
Pulp and paper products	54.14	54.05	50.76	146·1	146·6	140·4	266·9	267·2	240·3
Pulp and paper	61.54	61.48	57.94	132·8	135·0	127·5	258·8	262·9	233·9
Paper products	44.53	44.44	41.41	180·1	178·1	174·3	331·5	327·1	298·2
Printing and publishing	50.78	50.45	47.48	149·9	149·0	143·7	255·6	252·5	228·9
Rubber products	50.53	48.16	45.30	137·7	135·0	123·3	296·8	277·2	238·1
Textile products	37.59	37.23	35.50	120·9	118·8	116·4	237·1	230·6	215·9
Thread, yarn and cloth	41.43	40.72	39.17	118·0	116·1	110·1	258·8	250·3	228·2
Cotton yarn and cloth	39.99	39.61	38.25	100·9	99·8	91·1	209·1	204·9	180·6
Woollen yarn and cloth	40.02	39.28	37.54	103·8	102·1	99·4	233·2	225·3	208·8
Synthetic silk and silk goods	44.54	43.29	41.38	157·5	154·8	152·8	382·4	365·5	341·9
Hosiery and knit goods	35.20	34.74	33.38	114·1	110·0	114·2	220·0	209·5	208·6
Garments and personal furnishings	34.12	34.10	32.35	134·1	132·3	130·5	235·8	232·4	219·2
Other textile products	40.15	39.78	37.70	98·0	96·9	97·0	194·8	190·9	180·5
Tobacco	45.37	44.83	42.22	109·1	109·6	112·9	275·9	274·0	265·5
Beverages	50.33	49.65	47.98	172·9	176·9	170·5	294·0	296·8	276·0
Chemicals and allied products	51.17	50.98	48.51	102·9	102·3	99·3	193·4	191·5	177·1
Clay, glass and stone products	50.12	49.24	46.84	153·8	155·1	145·2	313·1	310·4	276·6
Electric light and power	52.02	52.35	49.41	170·2	171·0	170·6	281·5	284·6	267·8
Electrical apparatus	51.96	51.19	48.90	191·4	188·2	166·3	364·7	353·2	304·2
Iron and steel products	53.37	53.15	50.02	111·9	111·3	106·7	196·4	194·6	175·4
Crude, rolled and forged products	56.38	55.10	53.89	149·8	148·3	134·2	229·4	221·9	196·4
Machinery (other than vehicles)	52.25	51.45	48.24	121·0	117·9	109·1	219·0	210·2	183·8
Agricultural implements	49.69	50.75	46.60	170·8	170·1	166·5	314·4	319·6	287·0
Land vehicles and aircraft	54.36	54.74	50.96	106·6	106·4	103·8	178·5	179·5	162·7
Automobiles and parts	57.39	57.81	52.00	136·9	136·8	123·8	204·7	206·1	167·3
Steel shipbuilding and repairing	49.76	49.74	48.80	64·2	67·7	68·9	106·5	112·3	112·1
Heating appliances	49.32	49.02	45.87	158·3	155·9	159·5	294·6	288·2	276·9
Iron and steel fabrication (n.e.s.)	54.90	54.38	50.90	102·1	101·7	102·4	238·1	235·0	219·8
Foundry and machine shop products	54.36	53.31	48.77	89·2	86·9	87·5	241·9	231·1	207·3
Other iron and steel products	51.44	50.80	47.90	107·2	106·3	99·0	201·7	197·5	173·0
Non-ferrous metal products	53.20	52.30	50.70	118·5	116·1	112·9	236·2	227·6	212·3
Non-metallic mineral products	58.39	57.60	55.06	127·3	128·0	125·2	253·8	251·9	235·6
Miscellaneous	41.34	41.20	38.34	166·4	165·2	167·8	305·2	301·8	287·0
Logging	**44.06**	**43.20**	**38.24**	**187·7**	**161·7**	**144·6**	**412·7**	**348·4**	**275·4**
Mining	**55.88**	**54.84**	**54.04**	**110·0**	**109·7**	**104·3**	**192·1**	**188·0**	**176·5**
Coal	52.43	51.36	53.71	93·6	92·6	99·0	192·7	186·8	209·0
Metallic ores	58.30	57.63	56.21	98·6	98·0	92·7	158·5	155·8	143·6
Non-metallic minerals (except coal)	54.31	52.52	49.09	195·6	197·9	165·8	390·1	381·7	300·3
Communications	**43.88**	**43.66**	**42.16**	**219·4**	**218·4**	**204·9**	**346·7**	**343·5**	**312·3**
Telegraphs	46.48	47.92	45.28	130·1	129·4	126·1	236·1	242·2	224·2
Telephones	43.13	42.60	41.30	239·6	238·5	224·3	370·0	363·8	331·6
Transportation	**54.00**	**54.30**	**52.58**	**144·9**	**146·7**	**144·5**	**238·9**	**243·1**	**231·8**
Street railways, cartage and storage	48.79	48.60	46.89	164·2	164·3	161·4	274·9	274·1	259·6
Steam railway operations	59.52	60.86	58.43	135·3	136·1	134·8	222·3	228·6	217·5
Shipping and stevedoring	48.12	46.55	46.63	127·8	135·4	132·3	237·0	242·8	237·8
Construction and Maintenance	**44.73**	**44.27**	**42.25**	**142·9**	**145·5**	**142·2**	**277·2**	**279·4**	**260·7**
Building	48.60	48.13	45.94	194·8	196·5	188·4	330·7	330·3	302·6
Highway	39.50	39.05	36.85	118·2	123·3	125·7	242·0	249·7	240·1
Railway	43.00	42.86	42.57	97·2	97·1	91·9	210·7	209·8	197·3
Services [2]	**30.24**	**29.95**	**28.74**	**145·6**	**150·3**	**145·0**	**266·7**	**272·8**	**252·3**
Hotels and restaurants	27.72	27.37	26.43	151·5	159·0	153·7	278·1	288·0	268·5
Personal (chiefly laundries)	30.50	30.14	29.05	127·9	129·6	130·0	219·0	219·2	212·7
Trade	**39.71**	**39.36**	**37.45**	**157·2**	**154·5**	**152·2**	**261·0**	**254·3**	**238·9**
Retail	37.12	36.79	35.03	153·6	150·4	148·6	260·0	252·3	237·7
Wholesale	46.11	45.65	43.44	170·6	169·2	165·3	263·1	258·4	241·2
Eight Leading Industries	**46.39**	**45.99**	**43.80**	**137·9**	**137·5**	**132·3**	**248·1**	**245·3**	**224·8**
Finance	**43.44**	**43.26**	**41.20**	**157·0**	**156·7**	**147·8**	**234·9**	**233·3**	**209·9**
Banks and trust companies	39.15	39.14	37.37	166·8	166·5	158·8	250·0	249·6	227·9
Brokerage and stock market operations	55.55	53.38	51.55	172·9	168·6	150·0	278·5	260·9	223·6
Insurance	48.32	48.13	45.81	143·2	143·0	133·6	215·4	214·3	190·5
Nine Leading Industries	**46.27**	**45.87**	**43.69**	**138·6**	**138·2**	**132·9**	**247·6**	**244·8**	**224·2**

[1] Includes iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed, with the exception of electric light and power. [2] Mainly hotels and restaurants and laundry and dry-cleaning plants.

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-4. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Nov. 1, 1944	46·3	47·0	45·3	70·3	77·7	60·1
Nov. 1, 1945	44·9	45·3	44·6	67·5	74·8	60·6
Nov. 1, 1946	42·4	42·5	42·3	72·9	79·4	66·7
Nov. 1, 1947	42·9	43·1	42·7	84·7	91·9	77·6
Nov. 1, 1948	43·1	43·2	43·0	95·5	103·4	87·6
Nov. 1, 1949	42·8	42·8	42·9	99·5	108·0	91·4
*Jan. 1, 1950	39·9	40·3	39·6	101·1	109·3	92·9
Feb. 1, 1950	42·3	42·2	42·4	100·9	109·5	92·6
Mar. 1, 1950	42·5	42·6	42·5	101·4	109·8	93·1
Apr. 1, 1950	42·8	43·0	42·6	101·7	110·0	93·6
May 1, 1950	42·6	42·9	42·4	102·5	110·6	94·3
June 1, 1950	42·0	42·2	41·7	103·5	111·4	95·5
July 1, 1950	42·5	42·9	42·2	103·9	111·8	95·7
Aug. 1, 1950	42·5	42·7	42·2	104·2	112·5	95·8
Sept. 1, 1950[1]	41·9	41·5	42·4	104·4	112·9	95·9
Oct. 1, 1950	42·9	43·0	42·8	105·3	114·3	96·3
Nov. 1, 1950	43·0	43·1	43·0	106·2	114·8	97·5

* The averages at this date were affected by loss of working time at the year-end holidays in the case of January 1.
[1] Railway dispute.

TABLE C-7.—AVERAGE WEEKLY WAGES IN MANUFACTURING

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Week Preceding	All Manufactures [1]	Durable Manufactured Goods	Non-Durable Manufactured Goods
	$	$	$
Nov. 1, 1944	32.55	36.52	27.25
Nov. 1, 1945	30.31	33.88	27.03
Nov. 1, 1946	30.91	33.75	28.21
Nov. 1, 1947	36.34	39.70	33.14
Nov. 1, 1948	41.16	44.67	37.67
Nov. 1, 1949	42.59	46.22	39.21
*Jan. 1, 1950	40.34	44.05	36.79
Feb. 1, 1950	42.68	46.21	39.26
Mar. 1, 1950	43.10	46.77	39.57
Apr. 1, 1950	43.53	47.30	39.87
May 1, 1950	43.67	47.45	39.98
June 1, 1950	43.47	47.01	39.82
July 1, 1950	44.16	47.96	40.39
Aug. 1, 1950	44.29	48.04	40.43
Sept. 1, 1950[2]	43.74	46.85	40.66
Oct. 1, 1950	45.17	49.15	41.22
Nov. 1, 1950	45.67	49.48	41.93

* See footnote to Table C-6. [1] Exclusive of electric light and power. [2] Railway dispute.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners.) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
Nova Scotia	44·0	43·7	44·2	90·2	90·7	89·9
New Brunswick	45·0	46·1	44·8	93·9	92·7	89·1
Quebec	45·0	44·9	44·4	95·2	94·4	90·4
Ontario	42·3	42·2	42·3	112·3	111·1	104·2
Manitoba	42·4	42·1	42·9	102·1	102·1	96·9
Saskatchewan	43·1	42·8	42·0	107·5	106·9	102·4
Alberta	42·3	40·7	42·9	107·1	105·6	101·4
British Columbia	38·7	39·1	38·4	127·4	126·8	119·4
Montreal	43·5	43·1	43·1	99·8	99·5	95·4
Toronto	41·5	41·4	41·5	111·2	109·8	102·7
Hamilton	40·8	40·7	41·2	123·5	123·5	113·1
Windsor	39·8	40·5	40·4	134·3	133·4	126·3
Winnipeg	42·0	41·7	42·6	101·2	101·1	96·0
Vancouver	37·9	38·6	37·8	125·4	126·1	117·3

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949	Nov. 1, 1950	Oct. 1, 1950	Nov. 1, 1949
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Manufacturing	**43·0**	**42·9**	**42·8**	**106·2**	**105·3**	**99·5**	**45.67**	**45.17**	**42.59**
*Durable manufactured goods	43·1	43·0	42·8	114·8	114·3	108·0	49.48	49.15	46.22
Non-durable manufactured goods	43·0	42·8	42·9	97·5	96·3	91·4	41.93	41.22	39.21
Animal products—edible	41·8	41·7	43·5	105·4	100·5	100·3	44.06	41.91	43.63
Dairy products	46·1	47·0	46·6	80·6	79·0	76·4	37.16	37.13	35.60
Meat products	42·1	41·6	43·8	116·5	111·4	109·8	49.05	46.34	48.09
Leather products	39·9	40·4	40·3	80·4	80·4	76·2	32.08	32.48	30.71
Leather boots and shoes	38·6	39·6	39·3	77·3	78·2	73·7	29.84	30.97	28.96
*Wood products [3]	42·6	42·6	42·0	98·9	98·4	91·4	42.13	41.92	38.39
Saw and planing mills [4]	41·9	42·2	41·2	105·0	104·1	96·9	44.00	43.93	39.92
Containers	45·9	44·3	45·6	84·8	84·2	76·7	38.92	37.30	34.98
Furniture	43·8	43·6	43·4	91·5	91·0	86·5	40.08	39.68	37.54
*Musical instruments	44·9	45·5	44·8	88·1	88·9	86·6	39.56	40.45	38.80
Plant products—edible	43·5	43·3	43·6	81·6	79·7	77·1	35.50	34.51	33.62
Flour and other milled products	46·0	46·7	45·9	100·5	99·7	96·0	46.23	46.56	44.06
Fruit and vegetable preserving	40·2	42·8	41·1	74·7	73·9	72·1	30.03	31.63	29.63
Bread and bakery products	43·6	44·5	43·9	84·2	83·2	78·6	36.71	37.02	34.51
Chocolate and cocoa products	42·6	42·4	43·3	69·9	70·3	66·0	29.78	29.81	28.58
Pulp and paper products	45·5	45·6	45·4	116·7	116·1	108·9	53.10	52.94	49.44
Pulp and paper mills	49·1	49·0	48·5	121·1	120·8	114·4	59.46	59.19	55.48
Paper products	43·9	44·1	44·1	93·0	92·0	86·0	40.83	40.57	37.93
Printing and publishing	40·9	40·8	41·0	125·0	123·9	115·0	51.13	50.55	47.15
Rubber products	43·4	41·5	42·0	112·3	110·8	101·9	48.74	45.98	42.80
Textiles—all branches	41·9	41·7	41·2	84·4	83·6	80·4	35.36	34.86	33.12
Thread, yarn and cloth	44·3	44·1	43·7	88·8	87·4	84·7	39.34	38.54	37.01
Cotton yarn and cloth	42·9	42·9	42·8	89·6	88·9	85·9	38.44	38.14	36.77
Woollen yarn and cloth	44·6	43·9	43·7	84·9	84·0	79·7	37.87	36.88	34.83
Synthetic silk and silk goods	46·2	46·0	44·9	90·8	87·6	86·8	41.95	40.30	38.97
Hosiery and knit goods	41·6	41·3	41·8	79·6	78·6	75·3	33.11	32.46	31.48
Garments and personal furnishings	38·7	38·4	37·8	79·3	79·5	76·4	30.69	30.53	28.88
Tobacco	41·4	41·5	43·7	100·7	100·5	89·6	41.69	41.71	39.16
Beverages	42·2	42·8	43·3	106·4	103·8	99·4	44.90	44.43	43.04
Distilled and malt liquor	41·5	42·4	42·3	111·8	109·2	104·7	46.40	46.30	44.29
Chemicals and allied products	43·4	43·5	44·0	106·8	106·0	99·5	46.35	46.11	43.78
Drugs and medicines	41·7	41·1	42·2	89·0	89·3	83·1	37.11	36.70	35.07
*Clay, glass and stone products	45·6	45·3	45·8	106·4	104·8	98·4	48.52	47.47	45.07
Glass products	46·6	45·9	46·2	103·0	100·5	94·4	48.00	46.13	43.61
Lime, gypsum and cement products	45·9	46·0	47·6	105·4	104·7	99·2	48.38	48.16	47.22
*Electrical apparatus	42·0	41·7	42·2	117·9	116·5	109·4	49.52	48.58	46.17
Heavy electrical apparatus [1]	41·8	41·0	43·0	134·1	132·3	121·8	56.05	54.24	52.37
*Iron and steel products	43·1	43·1	42·6	120·2	120·0	113·5	51.81	51.72	48.35
Crude, rolled and forged products	43·3	42·4	43·7	126·9	126·8	120·5	54.95	53.76	52.66
Primary iron and steel	42·9	41·9	43·4	128·7	128·8	122·6	55.21	53.97	53.21
Machinery (other than vehicles)	44·4	44·1	43·3	113·0	111·7	105·4	50.17	49.26	45.64
Agricultural implements	37·6	39·1	38·5	125·5	124·1	113·6	47.19	48.52	43.74
Land vehicles and aircraft	42·9	43·3	42·1	123·9	124·2	118·1	53.15	53.78	49.72
Railway rolling stock	44·0	44·2	43·5	115·4	115·6	114·3	50.78	51.10	49.72
Automobiles and parts	41·4	41·7	39·9	132·7	133·2	123·8	54.94	55.54	49.40
Aeroplanes and parts	46·4	47·8	46·1	117·6	118·7	111·9	54.57	56.74	51.59
Steel shipbuilding and repairing	43·4	42·4	42·9	110·8	113·8	110·3	48.09	48.25	47.32
Iron and steel fabrication n.e.s.	43·2	43·6	43·0	117·4	116·7	109·0	50.72	50.88	46.87
Hardware, tools and cutlery	43·9	43·2	43·3	105·9	104·6	98·1	46.49	45.19	42.48
Foundry and machine shop products	44·2	43·6	43·2	121·9	121·0	111·6	53.88	52.76	48.21
Sheet metal work	42·9	42·9	43·4	109·6	109·8	102·5	47.02	47.10	44.49
*Non-ferrous metal products	43·8	43·4	44·1	114·2	113·5	109·2	50.02	49.26	48.16
Smelting and refining	44·0	43·8	45·0	124·0	123·8	118·8	54.56	54.22	53.46
Aluminum and its products	42·5	43·0	43·4	103·1	102·0	100·5	43.82	43.86	43.62
Brass and copper manufacturing	44·1	43·7	42·8	111·3	110·1	106·8	49.08	48.11	45.71
Non-metallic mineral products	42·1	42·5	43·4	128·3	126·9	119·3	54.01	53.93	51.78
Petroleum and its products	40·3	40·9	43·1	139·4	138·0	126·7	56.18	56.44	54.61
Miscellaneous manufactured products	42·6	42·1	41·9	92·4	91·9	85·7	39.36	38.69	35.91
Mining	**43·8**	**43·1**	**44·5**	**123·8**	**123·1**	**118·6**	**54.22**	**53.06**	**52.78**
Coal	39·6	39·1	40·3	130·3	128·9	132·1	51.60	50.40	53.24
Metallic ores	45·3	44·5	46·5	124·7	124·6	117·2	56.49	55.45	54.50
Non-metallic minerals (except coal)	45·8	44·8	45·4	113·6	112·2	102·8	52.03	50.27	46.67
Local Transportation [2]	**45·2**	**45·4**	**46·0**	**106·9**	**106·4**	**101·9**	**48.32**	**48.31**	**46.87**
Building Construction	**40·4**	**40·6**	**41·2**	**117·2**	**115·8**	**109·0**	**47.35**	**47·01**	**44·91**
Highway Construction	**41·4**	**41·9**	**38·9**	**89·6**	**88·3**	**86·8**	**37.09**	**37.00**	**33.77**
Services (as indicated below)	**42·5**	**42·5**	**41·9**	**67·5**	**66·6**	**64·9**	**28.69**	**28.31**	**27.19**
Hotels and restaurants	43·4	43·4	42·4	66·5	65·3	63·8	28.86	28.34	27.05
Personal (chiefly laundries)	40·8	40·9	40·8	69·8	69·3	67·3	28.48	28.34	27.46

* Durable manufactured goods industries.

[1] Based upon June 1, 1941, as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows; 1950, Sept. 1, 251·2; Oct. 1, 251·0; and Nov. 1, 254·5; 1949, Nov. 1, 231·1.

[2] Chiefly street and electric railways. [3] Formerly lumber products. [4] Formerly rough and dressed lumber.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	45·0	69·4	31.23	103·3	96·7	106·8
Monthly Average 1946	43·2	70·0	30.24	100·1	100·0	100·1
Monthly Average 1947	43·0	80·2	34.46	114·0	109·6	104·0
Monthly Average 1948	42·7	91·3	38.99	129·0	125·4	102·9
Monthly Average 1949	42·4	98·6	41.81	138·4	130·1	106·4
Week preceding:						
January 1, 1948	43·2*	86·6	37.41*	123·8	120·0	103·2
February 1, 1948	42·8	86·6	37.06	122·6	121·4	101·0
March 1, 1948	43·2	88·0	38.02	125·8	122·0	103·1
April 1, 1948	43·2*	89·0	38.45*	127·2	122·7	103·7
May 1, 1948	43·1	89·4	38.53	127·5	124·0	102·8
June 1, 1948	41·7	91·4	38.11	126·1	124·8	101·0
July 1, 1948	42·0	92·3	38.77	128·3	126·9	101·1
August 1, 1948	42·1	92·7	39.03	129·2	127·4	101·4
September 1, 1948	41·7	93·4	38.95	128·9	128·6	100·2
October 1, 1948	43·0	94·6	40.68	134·6	129·1	104·3
November 1, 1948	43·1	95·5	41.16	136·2	129·1	105·5
December 1, 1948	43·2	96·0	41.47	137·2	128·6	106·7
January 1, 1949	43·2*	97·2	41.99*	138·9	129·1	107·6
February 1, 1949	42·9	97·2	41.70	138·0	129·0	107·0
March 1, 1949	43·0	97·6	41.97	138·9	128·8	107·8
April 1, 1949	42·9	98·2	42.13	139·4	128·9	108·1
May 1, 1949	41·8*	98·6	41.21*	136·4	129·0	105·7
June 1, 1949	40·8	99·1	40.43	133·8	129·9	103·0
July 1, 1949	41·8	99·1	41.42	137·1	131·1	104·6
August 1, 1949	41·9	98·8	41.40	137·0	131·7	104·0
September 1, 1949	42·4	98·4	41.72	138·1	131·3	105·2
October 1, 1949	42·7	99·3	42.40	140·3	131·2	106·9
November 1, 1949	42·8	99·5	42.59	140·9	130·8	107·7
December 1, 1949	42·9	100·0	42.90	142·0	130·7	108·6
January 1, 1950	42·6*	101·1	43.07*	142·5	130·3	109·4
February 1, 1950	42·3	100·9	42.68	141·2	130·7	108·0
March 1, 1950	42·5	101·4	43.10	142·6	132·4	107·7
April 1, 1950	42·8	101·7	43.53	144·0	132·7	108·5
May 1, 1950	42·4*	102·5	43.46*	143·8	132·7	108·4
June 1, 1950	42·0	103·5	43.47	143·8	133·8	107·5
July 1, 1950	42·5	103·9	44.16	146·1	135·5	107·8
August 1, 1950	42·5	104·2	44.29	146·6	136·3	107·6
September 1, 1950	41·9	104·4	43.74	144·7	137·4	105·3
October 1, 1950	42·9	105·3	45.17	149·5	138·1	108·3
November 1, 1950 [1]	43·0	106·2	45.67	151·1	138·1	109·4

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38·3 hours, $33.17; April 1, 1948, 41·6 hours, $37.02; January 1, 1949, 40·6 hours, $39.46; May 1, 1949, 42·5 hours, $41.91; January 1, 1950, 39·9 hours, $40.34; May 1, 1950, 42·6 hours, $43.67.

[1] Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
January 1945	87,552	36,021	123,573	41,337	18,674	60,011
January 1946	53,801	26,245	80,046	151,618	34,336	185,954
January 1947	54,742	34,987	89,729	135,956	28,221	164,177
January 1948	23,515	17,151	40,666	111,304	31,108	142,412
January 1949	11,996	13,063	25,059	150,474	36,185	186,659
January 1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950	8,315	10,076	18,391	301,039	74,557	375,596
March 1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1951 [1]	24,402	9,969	34,370	173,186	53,691	226,877

[1] Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1950

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change from November 2, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	**461**	**157**	**618**	**−478**	**−43·6**
Logging	**17,887**	**9**	**17,896**	**−3,452**	**−16·2**
Pulpwood	14,926	6	14,932	−3,183	−17·6
Lumber	2,915	3	2,918	−211	−6·8
Other logging	46	.....	46	−58	−55·8
Mining	**376**	**17**	**393**	**−472**	**−54·6**
Coal	125	1	126	−47	−31·2
Metallic ores—					
Iron	46	.....	46	+6	+15·0
Gold	98	6	104	−59	−36·2
Nickel	7	.....	7	−341	−98·0
Other metallic ores and non-metallic minerals	59	4	63	−9	−12·5
Prospecting and oil producing	41	6	47	−12	−20·3
Manufacturing	**4,145**	**1,911**	**6,056**	**−2,787**	**−31·5**
Food and kindred products	247	130	377	−321	−46·0
Textiles, apparel, etc.	327	970	1,297	−1,085	−45·6
Lumber and finished lumber products	532	41	573	−274	−32·4
Pulp and paper products and printing	255	112	367	−210	−36·4
Chemicals and allied products	189	84	273	−98	−26·4
Products of petroleum and coal	12	5	17	−5	−22·7
Rubber products	55	28	83	−28	−25·2
Leather and products	101	150	251	−126	−33·4
Stone, clay and glass products	70	14	84	−88	−51·2
Iron and steel and products	516	39	555	−152	−21·5
Non-ferrous metals and products	182	37	219	−159	−42·1
Machinery	397	62	459	−43	−8·6
Electrical equipment and products	281	89	370	−55	−13·0
Transportation equipment and other manufacturing	981	150	1,131	−143	−11·2
Construction	**2,300**	**51**	**2,351**	**−1,631**	**−41·0**
Transportation and Storage	**866**	**66**	**932**	**−683**	**−42·3**
Communication, and Other Public Utilities	**296**	**106**	**402**	**−135**	**−25·1**
Trade	**2,073**	**3,080**	**5,153**	**+353**	**+7·4**
Wholesale	705	300	1,005	−299	−22·9
Retail	1,368	2,780	4,148	+652	+18·6
Finance, Insurance, Real Estate	**918**	**578**	**1,496**	**−227**	**−13·2**
Service	**2,765**	**5,064**	**7,829**	**−1,592**	**−16·9**
Public	1,405	552	1,957	+125	+6·8
Domestic	60	2,504	2,564	−582	−18·5
Personal	773	1,759	2,532	−874	−25·7
Other service	527	249	776	−261	−25·2
All Industries	**32,087**	**11,039**	**43,126**	**−11,104**	**−20·5**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT NOVEMBER 30, 1950

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,300	306	1,606	3,103	929	4,032
Clerical Workers	2,198	2,986	5,184	6,039	16,100	22,139
Sales Workers	1,356	1,841	3,197	3,739	8,229	11,968
Personal and Domestic Service Workers	544	4,134	4,678	12,042	11,794	23,836
Seamen	57	.....	57	1,237	18	1,255
Agriculture and Fishing	424	11	435	1,539	367	1,906
Skilled and semiskilled Workers	23,366	1,170	24,536	47,132	11,864	58,996
Food and kindred products	58	25	83	931	627	1,558
Textiles, clothing, etc	172	870	1,042	1,749	6,873	8,622
Lumber and wood products	18,122	1	18,123	4,250	65	4,315
Pulp, paper and printing	78	17	95	446	333	779
Leather and products	87	113	200	855	711	1,566
Stone, clay and glass products	26	.....	26	134	20	154
Metalworking	1,291	4	1,295	5,075	367	5,442
Electrical	168	26	194	760	318	1,078
Transportation equipment, n.e.c	56	.....	56	795	75	870
Mining	170	.....	170	610	1	611
Construction	1,100	.....	1,100	13,045	2	13,047
Transportation (except seamen)	735	6	741	7,410	34	7,444
Communications and public utility	55	.....	55	235	3	238
Trade and service	141	68	209	1,502	1,130	2,632
Other skilled and semiskilled	915	28	943	6,281	986	7,267
Foremen	56	3	59	1,003	226	1,229
Apprentices	136	9	145	2,051	93	2,144
Unskilled Workers	2,836	591	3,427	50,019	12,155	62,174
Food and tobacco	68	81	149	1,320	2,551	3,871
Lumber and lumber products	444	5	449	2,492	263	2,755
Metalworking	109	30	139	1,634	268	1,902
Construction	758	.....	758	7,890	1	7,891
Other unskilled workers	1,457	475	1,932	36,683	9,072	45,755
Total	**32,081**	**11,039**	**43,120**	**124,850**	**61,456**	**186,306**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF NOVEMBER, 1950

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	588	451	515
Logging	2,687	1,616	1,241
Mining	208	241	167
Manufacturing	4,795	5,328	3,744
Food and kindred products	552	640	440
Textiles, apparel, etc	787	887	592
Lumber and finished lumber products	662	710	557
Pulp and paper products and printing	350	397	259
Chemicals and allied products	226	271	171
Products of petroleum and coal	20	23	15
Rubber products	76	89	65
Leather and products	121	138	91
Stone, clay and glass products	115	150	104
Iron and steel and products	478	547	407
Non-ferrous metals and products	189	206	142
Machinery	326	347	231
Electrical equipment and products	279	303	201
Transportation equipment and other manufacturing	614	620	469
Construction	3,418	3,673	2,909
Transportation and Storage	1,036	1,196	944
Communications, and Other Public Utilities	222	234	156
Trade	3,524	3,720	2,285
Finance, Insurance, Real Estate	334	421	196
Service	5,821	5,992	3,930
All Industries	**22,633**	**22,872**	**16,087**

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS AS AT DECEMBER 21, 1950

(SOURCE: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Dec. 21, 1950
					Regular	Casual		
Newfoundland	**192**	**218**	**1,835**	**259**	**91**	**29**	**3,320**	**3,890**
Corner Brook	103	197	415	66	17	29	512	697
Grand Falls	.....	1	137	20	.....	.....	321	327
St. John's	89	20	1,283	173	74	.....	2,487	2,866
Prince Edward Island	**882**	**110**	**1,391**	**1,182**	**491**	**352**	**1,061**	**1,518**
Charlottetown	398	89	613	456	249	121	638	932
Summerside	484	21	778	726	242	231	423	586
Nova Scotia	**2,605**	**1,137**	**7,010**	**3,558**	**1,648**	**486**	**10,511**	**11,254**
Amherst	88	.....	202	91	74	13	289	366
Bridgewater	36	14	258	28	10	13	381	575
Halifax	1,200	913	2,783	1,926	604	280	3,777	3,414
Inverness	27	1	73	24	23	.....	163	241
Kentville	100	51	398	116	49	13	581	779
Liverpool	27	7	144	24	19	2	242	321
New Glasgow	490	46	956	625	445	30	1,185	1,250
Springhill	12	1	117	17	7	4	216	224
Sydney	468	43	1,295	544	326	128	2,276	2,441
Truro	79	30	376	100	44	3	509	535
Yarmouth-Shelburne	78	31	408	63	47	.....	892	1,108
New Brunswick	**2,769**	**1,281**	**6,518**	**2,649**	**1,687**	**345**	**9,032**	**10,388**
Bathurst	24	55	261	34	14	9	436	715
Campbellton	122	86	312	123	69	19	407	583
Edmundston	251	65	401	219	185	3	326	359
Fredericton	476	283	439	291	261	30	431	516
Minto	46	3	100	72	57	2	190	300
Moncton	1,085	394	2,306	1,260	701	216	2,525	2,925
Newcastle	34	10	297	59	26	.....	462	629
Saint John	485	240	1,649	364	240	55	3,127	2,805
St. Stephen	91	73	443	72	35	1	765	983
Sussex	76	34	76	59	32	5	124	183
Woodstock	79	38	234	96	67	5	239	390
Quebec	**21,467**	**17,567**	**44,984**	**20,134**	**12,803**	**1,571**	**55,276**	**66,235**
Asbestos	43	30	101	31	10	1	182	244
Beauharnois	138	8	359	153	128	1	504	528
Buckingham	146	158	257	62	36	1	342	442
Causapscal	6	295	126	30	13	.....	186	274
Chandler	127	165	270	102	117	13	285	470
Chicoutimi	258	407	798	299	145	30	801	799
Dolbeau	16	498	105	14	17	.....	146	165
Drummondville	210	19	611	243	158	4	1,497	1,089
Farnham	84	93	177	42	42	.....	290	334
Granby	115	16	488	147	101	4	703	795
Hull	277	285	1,149	313	206	2	1,432	1,717
Joliette	146	528	571	147	67	11	787	923
Jonquiere	297	141	543	279	166	1	601	636
Lachute	38	18	142	30	22	3	231	317
La Malbaie	46	32	201	9	7	.....	350	714
La Tuque	1,046	1,663	886	295	432	.....	363	327
Levis	134	68	867	143	95	.....	1,254	1,649
Matane	466	1,405	122	47	25	.....	199	342
Megantic	286	33	351	232	221	.....	199	271
Mont-Laurier	21	296	97	42	30	.....	130	173
Montmagny	78	66	321	30	20	.....	371	622
Montreal	10,648	3,239	19,548	10,568	6,851	879	22,001	26,265
Port Alfred	71	203	248	25	22	.....	385	507
Quebec	1,425	1,112	4,842	1,763	716	300	6,777	7,953
Rimouski	66	1,424	390	136	116	.....	528	839
Riviere du Loup	47	3	379	33	14	.....	575	943
Rouyn	303	1,067	597	348	201	41	442	535
St. Agathe	104	43	223	99	64	.....	214	283
Ste. Anne de Bellevue	50	10	276	52	34	10	234	392
Ste. Therese	183	34	375	170	108	.....	613	799
St. Georges de Beauce	382	869	424	203	149	1	634	781
St. Hyacinthe	289	131	627	313	236	12	795	921
St. Jean	265	83	483	285	149	5	694	668
St. Jerome	216	35	533	261	193	.....	504	661
St. Joseph d'Alma	415	533	606	195	229	.....	630	725
Shawinigan Falls	683	475	936	339	151	41	1,383	1,655
Sherbrooke	775	317	1,772	879	494	131	1,844	2,084
Sorel	39	127	436	49	23	8	1,140	1,569
Thetford Mines	116	48	518	204	91	.....	660	568
Three Rivers	583	613	1,600	819	398	51	2,326	2,955
Val d'Or	458	849	448	209	168	2	390	372
Valleyfield	268	80	775	318	237	11	1,109	1,230
Victoriaville	103	48	406	176	101	8	545	699

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS AS AT DECEMBER 21, 1950—Continued

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Dec. 21, 1950
					Regular	Casual		
Ontario	**38,723**	**17,436**	**57,497**	**36,163**	**22,471**	**4,452**	**48,843**	**53,918**
Arnprior	169	61	202	161	210	11	68	139
Barrie	590	96	612	544	414	29	264	376
Belleville	285	46	531	298	135	65	511	552
Bracebridge	94	1	204	77	119	.....	200	305
Brampton	121	27	173	141	103	6	97	129
Brantford	536	115	1,133	553	312	91	1,093	1,140
Brockville	109	7	257	118	88	17	216	235
Carleton Place	9	1	134	19	12	.....	180	179
Chatham	388	70	742	502	270	50	530	659
Cobourg	196	16	267	251	163	34	190	247
Collingwood	85	5	268	81	63	14	398	536
Cornwall	275	36	853	322	204	39	1,159	1,246
Fort Erie	38	7	144	64	32	2	223	221
Fort Frances	193	115	279	225	194	17	123	144
Fort William	1,272	1,331	950	557	474	48	773	1,077
Galt	305	168	377	253	197	21	324	283
Gananoque	55	3	146	71	31	21	133	165
Goderich	50	42	135	45	30	.....	129	214
Guelph	356	137	598	358	144	120	416	400
Hamilton	2,189	633	3,928	2,646	1,209	507	4,219	3,782
Hawkesbury	85	19	274	91	60	6	273	562
Ingersoll	193	79	232	166	135	5	151	289
Kapuskasing	212	692	123	87	102	.....	71	78
Kenora	75	162	223	49	200	1	261	275
Kingston	559	69	1,030	691	445	61	847	895
Kirkland Lake	265	150	417	244	122	31	386	420
Kitchener-Waterloo	493	182	770	643	372	83	447	520
Leamington	101	16	305	127	53	24	394	658
Lindsay	132	29	171	137	71	16	121	193
Listowel	44	24	109	74	41	1	121	189
London	2,111	1,204	2,585	1,852	976	259	1,485	1,625
Midland	35	7	368	80	29	5	536	827
Napanee	25	8	72	28	14	4	112	196
New Toronto	521	109	945	550	404	9	747	661
Niagara Falls	306	29	845	328	221	27	798	742
North Bay	589	112	933	622	390	116	499	592
Orillia	135	22	314	161	93	31	343	412
Oshawa	830	199	2,244	1,087	733	61	1,785	1,204
Ottawa	1,542	611	2,363	1,641	836	280	2,477	2,493
Owen Sound	265	58	466	383	202	23	400	633
Parry Sound	38	2	106	52	32	2	73	163
Pembroke	362	196	649	360	195	17	530	463
Perth	80	20	179	73	51	10	191	241
Peterborough	318	86	826	351	252	2	1,054	1,029
Picton	12	8	127	25	7	2	178	284
Port Arthur	2,820	1,329	1,087	653	1,064	27	780	1,104
Port Colborne	84	59	234	36	24	.....	378	441
Prescott	23	40	144	41	26	.....	163	251
Renfrew	108	13	175	113	94	2	118	175
St. Catharines	529	145	1,299	516	333	65	1,450	1,534
St. Thomas	198	75	436	294	139	13	315	319
Sarnia	301	34	634	358	268	7	531	551
Sault Ste. Marie	519	243	511	372	449	1	489	419
Simcoe	158	59	260	165	92	7	217	271
Sioux Lookout	96	10	249	225	76	7	104	96
Smiths Falls	76	3	170	85	39	25	307	366
Stratford	174	35	309	182	91	42	273	335
Sturgeon Falls	70	24	268	76	58	8	311	363
Sudbury	1,241	589	,1342	891	727	168	803	862
Timmins	535	763	772	458	373	54	745	921
Toronto	13,156	6,296	15,698	12,114	6,898	1,521	10,220	11,769
Trenton	132	9	471	233	142	2	378	502
Walkerton	62	78	132	81	57	.....	141	191
Wallaceburg	132	.....	239	152	66	74	199	194
Welland	287	49	635	333	186	31	648	822
Weston	406	335	647	426	230	3	484	376
Windsor	843	191	2,918	1,033	506	216	4,114	4,221
Woodstock	130	47	258	138	93	11	149	148
Manitoba	**7,291**	**3,704**	**12,309**	**8,097**	**3,350**	**1,449**	**10,880**	**12,595**
Brandon	395	162	733	418	272	17	706	870
Dauphin	59	7	267	101	39	22	243	377
Flin Flon	102	50	182	82	40	10	164	152
Portage la Prairie	276	43	364	124	245	24	356	539
The Pas	26	15	63	27	19	.....	77	93
Winnipeg	6,433	3,427	10,700	7,345	2,735	1,376	9,334	10,564

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS NOVEMBER 3 TO NOVEMBER 30, 1950; UNPLACED APPLICANTS AS AT DECEMBER 21, 1950—Concluded

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Dec. 21, 1950
					Regular	Casual		
Saskatchewan	**2,559**	**691**	**7,678**	**3,606**	**1,576**	**505**	**7,257**	**9,234**
Estevan	97	22	167	93	78	7	114	171
Moose Jaw	309	76	892	436	222	50	810	1,041
North Battleford	82	46	223	77	61	.....	316	483
Prince Albert	190	69	801	369	108	23	1,107	1,128
Regina	1,063	192	2,419	1,447	636	270	1,647	2,245
Saskatoon	570	150	1,976	819	320	144	2,100	2,348
Swift Current	45	34	295	69	31	7	328	569
Weyburn	94	51	217	75	49	2	198	238
Yorkton	109	51	688	221	71	2	637	1,011
Alberta	**6,803**	**1,715**	**13,023**	**7,514**	**4,535**	**1,025**	**10,239**	**11,659**
Blairmore	95	29	123	53	79	.....	158	177
Calgary	2,219	451	4,763	2,737	1,397	440	3,861	4,337
Drumheller	81	3	128	62	80	.....	222	228
Edmonton	3,512	814	6,324	3,892	2,360	545	4,390	4,861
Edson	353	221	141	132	252	.....	53	52
Lethbridge	332	111	957	434	209	34	902	1,113
Medicine Hat	128	53	309	103	89	6	300	463
Red Deer	83	33	278	101	69	.....	353	428
British Columbia	**7,240**	**1,748**	**25,413**	**8,327**	**4,448**	**1,033**	**30,583**	**35,123**
Chilliwack	111	22	848	153	83	45	1,041	1,473
Courtenay	69	25	365	29	26	1	343	322
Cranbrook	37	10	182	37	22	.....	265	361
Dawson Creek	249	3	356	249	236	10	161	189
Duncan	182	51	434	245	151	10	354	307
Kamloops	161	39	285	157	133	.....	250	353
Kelowna	87	5	385	98	46	28	399	832
Nanaimo	113	14	669	144	78	30	806	963
Nelson	133	14	311	163	91	37	279	501
New Westminster	534	129	3,424	578	363	78	4,723	5,028
Penticton	110	17	268	115	90	.....	272	525
Port Alberni	155	22	370	211	182	13	310	305
Prince George	477	89	741	483	289	92	339	392
Prince Rupert	246	74	412	138	172	.....	465	547
Princeton	68	14	131	84	66	.....	87	122
Trail	63	12	293	78	46	7	370	456
Vancouver	3,686	912	13,418	4,490	1,898	579	16,704	18,767
Vernon	89	25	549	108	88	.....	610	927
Victoria	613	232	1,775	720	360	103	2,570	2,473
Whitehorse	57	39	197	47	28	.....	235	280
Canada	**90,531**	**45,607**	**177,658**	**91,489**	**53,100**	**11,247**	**187,002**	**215,814**
Males	62,598	34,267	128,103	61,980	38,729	6,854	125,243	162,040
Females	27,933	11,340	49,555	29,509	14,371	4,393	61,759	53,774

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form UIC 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940	653,455	235,150	888,595	336,507	138,599	475,106
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (48 weeks)	1,358,885	533,048	1,891,933	516,425	211,246	727,671

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants[1]
1949—October	2,626,000	2,542,500	83,500
November	2,625,000	2,519,100	105,900
December	2,678,000	2,525,700	152,300
1950—January	2,667,000	2,444,900	222,100
February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,500	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900
October	2,811,000	2,731,700	79,300

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLEJE-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF NOVEMBER 30, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	1,008	417	87	163	190	37	114
Male	960	393	84	155	183	36	109
Female	48	24	3	8	7	1	5
(Male)	(988)	(332)	(53)	(96)	(205)	(88)	(214)
(Female)	(142)	(38)	(9)	(18)	(27)	(17)	(33)
Prince Edward Island	698	245	91	120	95	53	94
Male	513	190	73	93	66	35	56
Female	185	55	18	27	29	18	38
Nova Scotia	8,041	2,147	824	1,169	1,535	776	1,590
Male	6,594	1,867	710	993	1,220	605	1,199
Female	1,447	280	114	176	315	171	391
New Brunswick	7,151	1,756	765	1,103	1,220	685	1,622
Male	5,645	1,461	592	818	972	500	1,302
Female	1,506	295	173	285	248	185	320
Quebec	43,905	12,925	4,885	5,968	6,905	4,272	8,950
Male	28,299	9,646	3,382	3,958	4,242	2,339	4,732
Female	15,606	3,279	1,503	2,010	2,663	1,933	4,218
Ontario	35,788	12,637	3,913	6,597	4,307	2,179	6,155
Male	24,732	9,858	2,877	5,091	2,410	1,018	3,478
Female	11,056	2,779	1,036	1,506	1,897	1,161	2,677
Manitoba	7,276	2,662	832	1,025	857	489	1,411
Male	4,653	2,087	565	635	402	215	749
Female	2,623	575	267	390	455	274	662
Saskatchewan	4,352	1,891	711	636	453	193	468
Male	3,322	1,665	608	474	275	72	228
Female	1,030	226	103	162	178	121	240
Alberta	8,152	4,258	788	934	770	368	1,034
Male	6,413	3,799	640	659	426	188	701
Female	1,739	459	148	275	344	180	333
British Columbia	22,212	7,832	3,011	3,503	3,719	1,432	2,715
Male	17,072	6,524	2,460	2,753	2,712	892	1,731
Female	5,140	1,308	551	750	1,007	540	984
TOTAL	138,583	46,770	15,907	21,218	20,051	10,484	24,153
MALE	98,203	37,490	11,991	15,629	12,908	5,900	14,285
FEMALE	40,380	9,280	3,916	5,589	7,143	4,584	9,868

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO NOVEMBER, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	49,229
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	.....
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	923,761

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, NOVEMBER, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total [1]	Initial	Renewal	Total Disposed of [2]	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland[3]	802	752	50	523	348	175	415
	(669)	(603)	(66)	(645)	(324)	(321)	(433)
Prince Edward Island	481	331	150	409	326	83	138
Nova Scotia	4,593	2,647	1,946	4,126	3,288	838	1,360
New Brunswick	4,180	2,621	1,559	3,729	2,937	792	1,121
Quebec	28,155	17,359	10,796	25,363	19,908	5,455	7,723
Ontario	24,388	15,750	8,638	22,948	18,256	4,692	6,662
Manitoba	4,893	2,996	1,897	4,081	3,031	1,050	1,233
Saskatchewan	3,720	2,519	1,201	2,837	2,179	658	1,180
Alberta	5,020	3,188	1,832	3,683	2,878	805	1,925
British Columbia	16,784	9,849	6,935	14,620	11,411	3,209	4,866
Total Canada, November, 1950	93,016	58,012	35,004	82,319	64,562	17,757	26,623
Total Canada, October, 1950	62,243	36,512	25,731	56,790	44,320	12,470	15,926
Total Canada, November, 1949	114,888	72,180	42,708	100,586	83,662	16,924	31,711

[1] In addition, revised claims received numbered 19,109. [2] In addition, 17,521 revised claims were disposed of. Of these, 649 were special requests not granted, and 1,011 were appeals by claimants. There were 2,730 revised claims pending at the end of the month. [3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS (1) NOT ENTITLED TO BENEFIT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of November, 1950	Month of November, 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment	8,854	9,366	56,651
Not employed	2,472	465	17,206
Not capable of and not available for work	1,225	832	10,177
Loss of work due to a labour dispute	193	106	3,013
Refused offer of work and neglected opportunity to work	1,058	788	11,557
Discharged for misconduct	653	849	5,140
Voluntarily left employment without just cause	4,669	4,969	31,025
Other reasons[2]	8,063	1,441	13,507
Total	27,187	18,816	148,276

[1] Includes 9,430 revised claims, disqualified.
[2] These include; Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Week November 25 to December 1, 1950	Month of November, 1950		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland	360	307	9,953	24,995
	(607)	(379)	(24,168)	(51,709)
Prince Edward Island	326	243	8,889	18,986
Nova Scotia	4,740	2,955	111,515	266,381
New Brunswick	3,797	2,493	93,346	224,640
Quebec	28,080	15,336	642,432	1,464,261
Ontario	19,752	13,462	454,340	1,071,198
Manitoba	4,172	2,390	93,126	211,395
Saskatchewan	2,225	1,375	39,324	88,828
Alberta	3,648	2,044	71,174	171,384
British Columbia	11,952	8,927	257,467	642,035
Total, Canada, November, 1950	79,052	49,532	1,781,566	4,184,103
Total, Canada, October, 1950	.....	33,772	1,540,670	3,370,904
Total, Canada, November, 1949	.....	63,702	2,178,130	5,048,373

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1950

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts						Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70		5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824 202 13	582,646,972 52
April	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265,064 37
August	11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
September	11,370,169 43	2,273,375 13		2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
October	11,313,655 22	2,262,702 39		4,425 70	1,274,696 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
November	*11,444,060 13	2,288,200 58		2,776 00	1,323,276 58	15,058,313 29	4,179,172 57	524 25	4,179,696 82	636,637,088 65
SUB-TOTAL	80,236,306 15	16,041,697 25	13,425 50	25,883 05	9,936,113 55	106,253,425 50	48,528,220 10	3,735,089 27	52,263,309 37	636,637,088 65
TOTAL	725,022,638 03	145,008,460 85	13,425 50	67,423 04	71,925,910 20	942,037,857 62	300,847,613 81	4,553,155 16	305,400,768 97	636,637,088 65

*Stamps $5,682,718.94. Meter $1,477,785.51. Bulk $4,056,520.97. Arm. Serv. $227,034.71. Total $11,444,060.13.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1915	.....	80·7	93·7	69·8	73·8	96·4	70·0		
1916	.....	87·0	103·9	70·6	75·4	109·8	74·1		
1917	.....	102·4	134·3	75·8	83·8	129·1	80·7		
1918	.....	115·6	154·2	80·0	93·6	151·0	90·3		
1919	.....	126·5	164·8	87·3	100·7	173·6	100·0		
1920	.....	145·4	189·5	100·1	120·2	211·9	109·3		
1921	.....	129·9	145·5	109·4	128·1	172·0	111·4		
1922	.....	120·4	123·3	114·0	122·7	145·7	111·4		
1923	.....	120·7	124·1	116·9	122·5	143·8	110·7		
1924	.....	118·8	121·6	117·4	118·9	140·8	108·6		
1925	.....	119·8	127·2	117·4	116·8	140·3	106·5		
1926	.....	121·8	133·3	115·9	116·8	139·1	106·1		
1927	.....	119·9	130·8	114·5	114·4	135·6	105·1		
1928	.....	120·5	131·5	117·3	113·2	135·5	104·8		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1930	.....	120·8	131·5	122·7	111·8	130·6	105·4		
1931	.....	109·1	103·1	119·4	110·0	114·3	103·3		
1932	.....	99·0	85·7	109·7	106·8	100·6	100·4		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1934	.....	95·6	92·7	93·1	102·1	97·1	97·8		
1935	.....	96·2	94·6	94·0	100·9	97·6	95·4	98·7	95·9
1936	.....	98·1	97·8	96·1	101·5	99·3	97·2	99·1	98·1
1937	.....	101·2	103·2	99·7	98·9	101·4	101·5	100·1	102·0
1938	.....	102·2	103·8	103·1	97·7	100·9	102·4	101·2	102·8
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1940	*4·8*	105·6	105·6	106·3	107·1	109·2	107·2	102·3	106·6
1941	*10·8*	111·7	116·1	109·4	110·3	116·1	113·8	105·1	114·9
1942	*16·1*	117·0	127·2	111·3	112·8	120·0	117·9	107·1	122·4
1943	*17·5*	118·4	130·7	111·5	112·9	120·5	118·0	108·0	124·5
1944	*18·0*	118·9	131·3	111·9	110·6	121·5	118·4	108·9	125·2
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·6*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·8
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·8
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62.7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62.7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66.2*	167·5	214·3	134·9	137·7	180·7	166·9	132.5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	*69·7*	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	*71·1*	172·5	220·2	136·4	141·5	187·1	179·8	135·8	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER, 1950

SOURCE: Dominion Bureau of Statistics.

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Dec. 1, 1949	Nov. 1, 1950	Dec. 1, 1950						
Halifax	153·6	159·1	159·0	209·4	118·5	134·3	196·0	159·9	123·4
St. John	158·0	167·5	167·6	212·0	122·9	137·0	202·4	168·9	132·8
Montreal	164·1	174·8	175·3	229·8	135·5	135·5	176·2	181·0	132·1
Toronto	157·4	166·9	167·2	209·2	140·0	161·0	184·5	172·3	132·2
Winnipeg	155·7	165·3	166·2	222·4	130·1	123·2	178·2	178·4	127·6
Saskatoon	162·7	168·7	169·6	226·5	126·1	140·8	190·2	180·1	125·1
Edmonton	156·4	164·9	166·4	227·7	121·8	114·6	189·1	168·6	131·4
Vancouver	161·9	171·7	172·6	227·1	125·4	142·6	194·4	171·4	136·9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Dec. 1945	Dec. 1946	Dec. 1948	Dec. 1949	Nov. 1950	Dec. 1950	Price Dec. 1950
Beef, sirloin steak	lb.	120·7	154·8	163·8	248·4	249·5	308·0	305·2	84·9
Beef, round steak	lb.	125·7	167·9	177·6	276·8	278·5	342·7	339·7	81·0
Beef, rolled rib roast, prime	lb.	125·5	174·3	186·1	278·3	281·3	342·5	339·9	79·5
Beef, blade roast, blade removed	lb.	132·7	162·3	169·2	295·6	296·2	382·0	380·8	62·7
Beef, stewing, boneless	lb.	136·7	168·3	173·5	328·7	334·6	433·8	433·1	60·3
Veal, front roll, boneless	lb.	139·3	174·0	175·7	303·0	310·7	368·6	371·5	63·6
Lamb, leg roast	lb.	109·9	152·8	156·0	232·0	245·1	273·8	273·8	78·2
Pork, fresh loins, centre cut	lb.	125·3	143·8	163·3	229·2	235·1	244·8	244·4	65·8
Pork, fresh shoulder, hock off	lb.	127·0	143·4	165·4	256·7	246·7	279·1	271·1	50·5
Bacon, side, fancy, sliced, rind off	lb.	132·3	142·5	162·7	232·0	233·3	218·2	215·7	80·3
Lard, pure package	lb.	151·3	159·6	178·1	326·3	207·9	255·0	250·5	27·8
Shortening, package	lb.	134·7	137·5	141·0	283·3	216·7	238·3	239·0	34·3
Eggs, grade "A" Large, carton	doz.	156·4	181·3	175·1	212·6	196·6	230·3	233·6	71·9
Milk	qt.	111·0	95·4	139·4	160·5	165·1	174·3	174·3	19·0
Butter, creamery, prints	lb.	140·5	148·0	164·8	267·8	239·6	223·8	228·6	62·4
Cheese, plain, mild, ½ lb	pkg.	174·6	165·4	170·7	229·0	226·0	226·7	227·5	30·3
Bread, plain, white, wrapped	lb.	106·5	106·3	107·9	150·8	165·1	177·6	177·6	11·3
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	221·2	221·2	224·2	7·5
Rolled Oats, package	lb.	112·0	114·0	114·0	153·6	159·9	187·1	188·7	12·5
Corn Flakes, 8 oz	pkg.	101·1	100·0	100·0	162·0	163·0	170·7	171·7	15·8
Tomatoes, canned, 2½'s	tin	129·9	137·7	166·0	224·5	184·0	184·0	190·7	20·0
Peas, 15 oz	tin	117·5	121·7	130·8	150·0	147·5	146·6	147·5	16·7
Corn, Cream, Choice, 15 oz	tin	128·3	132·7	145·1	187·6	178·8	171·6	172·8	15·5
Beans, dry	lb.	129·4	133·3	162·7	280·4	252·9	249·0	259·2	12·8
Onions, cooking	lb.	108·2	126·5	130·6	124·5	165·3	125·0	119·0	5·9
Potatoes, No. 1, Table	10 lbs.	89·9	149·4	126·8	140·4	150·5	123·6	121·8	26·8
Prunes, bulk or in bag	lb.	115·8	120·2	144·7	177·2	196·5	219·0	224·2	25·9
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	125·2	129·1	128·5	137·3	140·0	20·6
Oranges, California	doz.	132·5	154·3	154·6	125·3	135·8	153·2	158·7	43·5
Lemons	½doz.	111·3	148·6	149·5	142·2	166·8	169·2	168·6	26·8
Jam, strawberry, 16 oz	jar	111·3	115·1	140·0	150·4	146·1	160·9	161·5	27·3
Peaches, 20 oz	tin	101·5	106·1	125·4	146·7	141·1	143·7	144·7	28·0
Marmalade, Orange, 16 oz	jar	118·3	128·9	134·0	145·8	140·7	145·9	147·4	19·7
Corn Syrup, 2 lb	tin	138·0	157·7	178·7	186·9	176·9	185·2	186·9	31·8
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	132·3	149·2	150·8	191·7	191·7	12·1
Sugar, yellow, in branded package	lb.	131·3	134·9	134·9	154·0	157·1	198·1	198·1	12·6
Coffee, medium quality, in bag	lb.	141·6	131·7	133·7	186·1	234·9	301·1	299·0	103·1
Tea, black, ½ lb	pkg.	145·2	131·6	131·6	174·1	177·2	182·0	182·0	53·3

* Descriptions and Units of Sale Apply to December 1950 Prices.

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut (chops or roast), per lb.	Fresh Shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown	80·0	75·0	.....	b 55·0	b 49·7	.....	.....	63·5	49·0	.....
Nova Scotia—										
2—Halifax	86·2	81·0	74·4	b 59·2	59·2	51·7	73·2	65·2	d 51·6	82·1
3—New Glasgow	86·3	81·5	76·1	b 61·4	59·1	.....	.....	65·4	53·6	81·0
4—Sydney	94·3	84·7	b 72.0	.....	59·7	.....	72·3	68·0	.....	90·2
5—Truro	84·3	75·7	.....	b 58·3	b 55·7	.....	.....	65·0	.....	79·0
New Brunswick—										
6—Fredericton	79·7	71·4	69·0	b 50·7	b 50·0	58·0	71·3	58·3	45·7	78·0
7—Moncton	84·1	79·9	77·5	b 57·8	52·2	.....	74·5	65·0	48·7	78·1
8—Saint John	86·8	78·3	b 74·8	b 58·7	59·7	59·4	75·3	67·5	52·0	82·2
Quebec—										
9—Chicoutimi	100·7	93·7	.....	65·7	.....	.....	.....	61·0	53·5	84·2
10—Hull	79·6	79·1	73·1	59·4	54·7	54·8	80·3	63·9	46·6	73·4
11—Montreal	92·5	87·2	80·6	b 60·1	55·6	64·5	77·5	61·5	48·9	72·2
12—Quebec	85·9	83·0	73·7	b 54·4	50·5	68·4	77·5	51·2	45·5	74·8
13—St. Hyacinthe	82·5	78·0	76·1	57·0	51·7	66·3	.....	58·6	49·5	73·0
14—St. Johns	.....	.....	.....	.....	.....	.....	.....	.....	.....	72·7
15—Sherbrooke	90·4	86·0	73·4	56·1	50·8	61·0	.....	59·9	52·5	78·9
16—Sorel	80·0	76·4	72·3	55·8	47·2	.....	.....	61·2	43·7	77·5
17—Thetford Mines	76·3	77·5	.....	52·8	.....	.....	.....	.....	46·5	.....
18—Three Rivers	95·4	84·5	70·9	b 52·1	48·3	.....	.....	59·5	49·2	73·8
Ontario—										
19—Belleville	81·3	78·0	78·3	b 67·0	64·3	.....	76·3	66·0	45·7	76·4
20—Brantford	82·7	81·3	82·6	69·0	64·7	66·6	79·9	69·7	45·6	77·2
21—Brockville	87·5	84·0	90·0	b 66·7	64·5	.....	.....	69·6	51·7	79·4
22—Chatham	91·7	88·3	91·3	b 70·4	66·4	.....	81·5	73·3	51·7	77·9
23—Cornwall	83·7	81·3	79·0	60·7	62·5	.....	.....	65·0	53·0	75·7
24—Fort William	79·8	76·0	79·0	b 59·0	b 58·0	.....	77·3	61·8	.....	81·2
25—Galt	86·7	82·7	85·0	67·3	62·3	.....	.....	68·0	53·7	76·9
26—Guelph	84·4	81·6	83·3	b 68·2	66·7	66·3	78·6	68·2	44·4	77·5
27—Hamilton	87·8	84·4	84·7	b 68·2	64·2	68·4	81·1	68·6	47·4	77·1
28—Kingston	78·9	77·2	79·7	64·0	60·0	.....	76·2	64·4	45·1	75·7
29—Kitchener	83·6	82·6	80·6	68·0	65·7	64·3	80·8	69·2	48·2	78·7
30—London	86·3	85·2	81·5	b 67·3	64·5	63·0	81·1	68·6	47·5	80·5
31—Niagara Falls	83·1	81·5	83·4	63·5	63·6	.....	77·8	69·0	49·3	76·7
32—North Bay	81·4	78·2	74·4	63·3	56·6	.....	.....	67·2	47·8	80·4
33—Oshawa	79·9	80·8	77·0	67·1	61·9	.....	.....	67·6	44·6	74·8

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown	27·9	34·9	e 70·1	16·0	63·8	33·0	10·7	8·1	11·9	17·1
Nova Scotia—										
2—Halifax	29·5	34·6	e 71·8	19·0	64·8	31·2	11·2	7·8	13·6	16·5
3—New Glasgow	29·2	34·4	e 71·9	19·0	64·5	31·2	12·0	7·7	12·8	16·9
4—Sydney	28·5	33·9	e 76·5	20·0	65·7	31·4	12·0	8·0	12·6	17·0
5—Truro	28·7	34·9	e 72·7	18·0	65·2	32·4	12·0	8·1	13·9	16·3
New Brunswick—										
6—Fredericton	28·0	34·2	e 72·3	19·0	64·5	31·2	12·7	7·8	12·7	16·4
7—Moncton	26·8	34·6	74·6	19·0	64·5	30·7	11·3	8·1	13·5	16·6
8—Saint John	28·2	34·9	e 76·3	20·0	65·0	32·2	12·7	7·9	12·8	16·5
Quebec—										
9—Chicoutimi	28·6	38·5	69·4	19·0	62·3	32·3	12·8	8·2	.....	18·0
10—Hull	24·9	32·9	71·5	19·0	60·8	29·5	10·7	7·2	11·9	15·1
11—Montreal	26·6	34·1	71·6	18·5	61·0	29·8	10·7	7·2	12·4	15·2
12—Quebec	26·1	34·1	69·9	18·0	62·1	31·2	10·5	7·1	13·1	16·0
13—St. Hyacinthe	27·3	34·1	67·6	17·0	61·1	29·4	10·7	7·4	13·2	15·2
14—St. Johns	26·7	34·3	e 70·7	17·0	61·7	30·7	9·3	7·5	13·3	15·3
15—Sherbrooke	27·9	34·2	72·6	18·0	60·5	30·3	10·9	7·7	12·4	16·2
16—Sorel	25·9	33·5	66·7	17·0	60·4	29·7	10·0	7·7	12·8	15·8
17—Thetford Mines	28·5	34·3	e 67·3	17·0	60·6	31·4	10·0	8·2	12·5	16·5
18—Three Rivers	23·7	33·8	70·7	18·0	59·3	29·7	9·3	7·1	13·0	15·6
Ontario—										
19—Belleville	28·3	33·6	.....	18·0	63·1	30·1	10·7	7·7	12·9	15·6
20—Brantford	26·2	33·5	72·3	19·0	61·8	28·7	10·7	7·4	12·3	15·7
21—Brockville	28·1	34·5	68·0	19·0	62·5	30·0	10·7	7·4	12·5	15·3
22—Chatham	27·2	34·5	67·3	20·0	63·5	29·7	10·7	7·6	13·0	15·6
23—Cornwall	27·1	33·5	e 71·8	19·0	62·7	29·1	9·3	7·2	12·7	16·0
24—Fort William	27·7	33·2	72·1	20·0	62·2	31·1	11·3	7·2	11·8	15·7
25—Galt	25·6	33·7	67·0	19·0	62·4	29·7	10·7	7·3	12·7	15·3
26—Guelph	26·3	33·6	69·2	19·0	61·9	29·3	10·7	7·4	12·5	15·5
27—Hamilton	27·3	33·9	70·3	20·0	63·1	29·1	10·7	7·3	12·4	15·2
28—Kingston	26·4	33·4	e 67·8	19·0	61·7	29·6	10·0	7·1	12·7	15·8
29—Kitchener	26·5	33·8	e 68·3	19·0	62·4	29·6	10·7	7·5	12·2	15·2
30—London	28·0	33·7	67·1	19·0	63·0	29·5	10·7	7·3	12·8	15·4
31—Niagara Falls	27·5	34·2	72·5	20·0	63·6	29·8	10·7	7·2	12·7	14·9
32—North Bay	29·3	35·0	74·3	19·0	62·6	29·7	10·7	8·0	13·3	16·5
33—Oshawa	27·3	33·2	f 69·9	19·0	62·9	29·2	10·7	7·4	12·6	15·8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS[1]

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, blade removed per lb	Stewing, boneless, per lb.			Fresh loin centre cut (chops or roast), per lb.	Fresh Shoulder, hock-off, per lb	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	83·4	80·1	80·7	64·9	59·5	.....	77·9	65·4	50·4	72·9
35—Owen Sound	84·3	81·7	82·2	65·7	58·2	.....	.....	67·2	49·7	79·0
36—Peterborough	81·4	80·0	79·6	66·9	65·0	.....	78·7	69·4	45·3	72·4
37—Port Arthur	80·1	76·6	75·1	59·0 [b]	60·1	.....	.....	60·6	51·0	83·9
38—St. Catharines	82·0	79·7	.....	67·3 [b]	65·0	.....	.....	68·3	.....	75·0
39—St. Thomas	86·5	83·8	83·7	67·6	65·2	60·7	76·3	69·4	50·3	76·4
40—Sarnia	82·0	79·5	78·3	66·8	64·5	.....	79·0	68·0	48·7	79·1
41—Sault Ste. Marie	85·9	83·5	76·2	63·9	66·8	.....	78·0	67·6	53·2	79·8
42—Stratford	85·4	82·4	87·6	68·2	60·8	.....	81·7	69·8	50·7	77·5
43—Sudbury	81·9	79·6	77·0	63·4	62·4	62·0	.....	64·5	54·5	79·4
44—Timmins	84·5	82·8	80·3	65·5	62·7	62·7	81·4	65·5	51·4	81·6
45—Toronto	86·1	82·4	85·4	67·9 [b]	62·4	64·7	78·1	67·9	43·1	75·7
46—Welland	83·5	83·0	78·9	66·0 [b]	63·5	.....	76·3	69·4	49·4	76·5
47—Windsor	83·6	78·7	78·2	62·1	63·1	.....	77·3	66·0	44·6	77·9
48—Woodstock	.....	.....	.....	.....	.....	.....	.....	.....	.....	77·6
Manitoba—										
49—Brandon	85·0	80·0	.....	59·0	56·7	.....	81·7	.....	.....	82·6
50—Winnipeg	83·9	79·1	84·1	63·5	59·5	59·8	72·1	61·5	52·0	81·3
Saskatchewan—										
51—Moose Jaw	81·7	76·7	77·1	63·0 [b]	60·4	61·3	77·4	65·7	54·7	83·5
52—Prince Albert	81·0	76·7	70·0	57·2 [b]	58·0	.....	.....	64·0	54·3	85·3
53—Regina	77·5	73·8	74·4	57·8 [b]	59·8	64·3	77·9	65·5	54·9 [c]	86·3
54—Saskatoon	70·4	69·2	71·3	55·7	56·0	65·7	74·6	60·9	54·0	83·7
Alberta—										
55—Calgary	83·1	78·9	83·6	68·0 [b]	61·6	70·7	80·1	64·5	57·9	86·9
56—Drumheller	83·7	81·3	79·5	62·3 [b]	59·0	.....	.....	69·4	54·6	87·7
57—Edmonton	82·2	76·8	79·1	55·8	57·9	66·5	76·8	61·2	50·5	87·1
58—Lethbridge	.....	.....	82·5	57·7	61·7	61·7	.....	61·0	.....	87·2
British Columbia—										
59—Nanaimo	93·3	87·2	89·0	67·7	66·0	.....	85·0	76·3	60·4	90·4
60—New Westminster	88·3	82·3	82·4	66·2	63·0	62·5	74·6	68·0	53·0	86·4
61—Prince Rupert	94·0	90·0	93·3	.....	65·0	.....	.....	67·0	.....	93·7
62—Trail	93·0	87·0	82·1	63·4 [b]	64·4	.....	89·0	72·8	62·4 [d]	96·7
63—Vancouver	95·5	86·3	92·0	75·1	67·0	72·0	78·6	71·6	59·0	89·9
64—Victoria	94·5	88·5	88·6	70·2	72·3	74·5	85·2	71·7	58·1	88·8

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ¼ lb package	Bread, plain, white, wrapped, per lb.	Flour, All-purpose per lb	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	27·2	34·0	74·1	19·0	63·4	30·1	10·7	7·3	12·7	15·4
35—Owen Sound	27·1	34·0	68·3 e	19·0	62·4	28·8	10·7	7·4	12·7	15·6
36—Peterborough	26·1	33·6	69·8 e	19·0	61·8	29·4	10·7	7·4	12·5	14·5
37—Port Arthur	27·9	32·9	72·3	20·0	61·9	29·9	11·3	7·0	12·0	16·1
38—St. Catharines	27·4	33·2	72·5	20·0	63·5	29·1	10·7	7·1	12·2	15·1
39—St. Thomas	28·0	34·5	71·3	19·0	63·7	30·0	10·7	7·3	13·1	15·8
40—Sarnia	27·3	34·6	66·5	20·0	63·8	30·8	10·7	7·8	12·9	15·1
41—Sault Ste. Marie	28·5	33·8	75·3	21·0	62·6	30·5	11·3	7·6	12·7	16·0
42—Stratford	27·8	34·0	66·7 f	19·0	61·9	29·0	10·7	7·2	12·6	16·0
43—Sudbury	28·9	34·0	73·7	21·0	63·5	29·7	11·3	8·1	13·6	16·2
44—Timmins	28·0	33·8	73·5	21·0	62·2	30·4	12·0	7·7	12·4	16·2
45—Toronto	27·5	33·7	70·5	20·0	63·0	28·8	10·7	7·2	12·3	15·0
46—Welland	27·9	33·9	71·5	20·0	63·2	29·5	10·7	7·0	11·8	15·1
47—Windsor	26·2	33·7	71·9 e	20·0	62·5	29·5	10·7	7·4	13·1	15·4
48—Woodstock	27·6	33·6	67·3	19·0	62·0	29·6	10·7	6·8	12·5	15·7
Manitoba—										
49—Brandon	28·4	35·3	71·6	17·0	60·0	31·3	11·6	7·4	12·3	16·4
50—Winnipeg	27·1	34·6	72·7	18·0	60·7	30·6	13·0	7·0	11·7	15·4
Saskatchewan—										
51—Moose Jaw	27·7	35·1	.....	18·0	59·7	30·2	12·0	7·2	11·6	15·7
52—Prince Albert	27·5	35·0	74·4	18·0	61·4	30·5	10·4	7·5	12·6	16·2
53—Regina	27·9	36·0	76·7	18·0	59·0	30·6	12·0	7·3	12·1	16·3
54—Saskatoon	27·3	34·9	73·6	18·0	60·0	30·3	11·2	7·0	11·9	15·3
Alberta—										
55—Calgary	27·9	35·4	77·2	19·0	60·7	29·8	12·0	7·2	12·2	16·0
56—Drumheller	29·6	38·6	73·0	20·0	61·3	31·2	12·0	7·6	12·8	16·4
57—Edmonton	28·1	35·9	72·0 e	18·0	60·3	30·9	11·2	7·1	11·9	15·8
58—Lethbridge	28·0	35·1	74·0	18·0	61·0	29·9	12·0	7·3	11·7	14·9
British Columbia—										
59—Nanaimo	31·3	33·6	79·0	19·0	64·6	31·3	13·9	7·2	11·8	15·7
60—New Westminster	29·7	32·2	74·0	21·0	63·2	29·7	13·9	7·2	12·0	15·1
61—Prince Rupert	29·9	35·9	81·4	27·0	64·4	33·6	14·0	7·9	12·6	17·0
62—Trail	30·5	36·2	81·9	21·0	62·6	31·4	14·0	7·5	12·6	15·8
63—Vancouver	30·3	31·7	73·7 e	19·0	63·3	30·4	13·9	7·2	12·0	15·3
64—Victoria	31·4	33·8	77·9	19·0	63·3	31·1	13·9	7·6	12·1	15·5

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb	Onions, cooking, per lb	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb	Raisins, Australian seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300 per ½ dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown	22·3	16·5	15·8	12·7	6·2	16·9	24·6	20·0	45·0	37·0	52·0
Nova Scotia—											
2—Halifax	21·5	17·5	16·8	12·6	5·0	22·4	27·9	18·8	45·6	27·9	52·9
3—New Glasgow	21·9	.....	15·9	11·3	5·7	24·7	27·7	23·7	46·2	27·0	51·7
4—Sydney	22·0	16·7	16·9	12·5	4·9	24·5	p 28·5	18·7	45·3	30·2	52·2
5—Truro	20·1	.....	15·7	11·9	5·3	20·4	27·5	18·3	44·7	29·0	51·1
New Brunswick—											
6—Fredericton	19·6	17·8	.....	12·1	5·9	18·2	26·7	19·5	39·0	27·0	49·6
7—Moncton	21·4	17·1	15·8	12·0	5·9	20·9	27·7	18·7	47·1	28·4	51·9
8—Saint John	20·4	16·6	15·4	13·2	5·5	19·3	27·0	19·7	45·6	28·0	53·4
Quebec—											
9—Chicoutimi	18·8	.....	.....	.....	9·0	28·2	19·5	27·7	44·4	28·3	60·0
10—Hull	17·0	16·9	.....	12·3	6·8	22·7	24·2	20·2	41·1	24·4	49·2
11—Montreal	18·3	g 13·4	g 13·3	12·5	6·2	22·3	n 25·4	19·8	41·4	22·7	52·2
12—Quebec	19·0	17·1	15·0	12·3	6·6	20·9	23·6	22·3	42·9	26·8	54·6
13—St. Hyacinthe	17·6	17·2	15·2	10·8	7·0	23·8	26·4	20·7	41·7	24·9	51·6
14—St. Johns	17·0	.....	.....	11·7	6·0	22·4	23·9	20·5	41·4	26·0	51·0
15—Sherbrooke	18·8	16·6	.....	12·4	7·4	23·0	28·3	22·4	44·1	25·9	53·3
16—Sorel	17·8	15·7	16·7	11·7	10·0	25·0	22·0	19·6	40·8	25·0	51·8
17—Thetford Mines	18·7	.....	.....	.....	7·6	25·4	27·5	i 24·3	44·4	26·3	54·0
18—Three Rivers	17·8	.....	.....	12·8	7·1	21·6	24·0	21·1	44·7	26·0	51·3
Ontario—											
19—Belleville	18·1	.....	16·0	12·9	4·8	25·7	.....	19·0	42·3	26·0	48·0
20—Brantford	20·4	15·7	15·0	12·9	4·9	22·3	.....	20·8	42·9	25·0	47·8
21—Brockville	18·7	17·4	s 15·1	12·5	6·1	25·2	25·4	21·1	39·3	26·9	50·4
22—Chatham	19·3	16·5	s 14·8	13·8	4·2	24·7	23·0	18·1	39·0	26·7	49·6
23—Cornwall	18·9	16·3	17·0	11·4	7·5	25·3	n 25·7	i 21·7	41·1	23·7	47·3
24—Fort William	19·0	17·6	14·2	12·6	5·1	35·4	n 25·7	23·8	40·8	28·7	52·6
25—Galt	20·6	18·3	14·4	11·7	4·2	24·6	n 27·9	18·8	39·9	25·6	48·2
26—Guelph	19·9	17·2	14·7	11·6	4·6	23·9	25·6	19·4	39·9	26·2	48·0
27—Hamilton	19·1	18·0	s 15·0	14·0	4·8	25·7	n 28·9	i 19·0	45·0	27·3	47·8
28—Kingston	18·4	16·0	15·2	13·2	5·2	25·5	n 24·2	19·1	39·3	24·9	49·3
29—Kitchener	18·9	16·8	14·7	11·7	4·8	26·2	25·0	19·3	42·6	26·8	48·2
30—London	19·0	17·3	15·0	11·3	5·0	23·4	n 24·7	18·2	44·1	25·2	46·7
31—Niagara Falls	18·3	16·5	14·7	12·4	4·3	23·4	24·5	20·3	43·5	25·7	49·3
32—North Bay	20·5	.....	.....	12·5	4·9	28·5	26·3	i 24·3	41·7	28·5	49·0
33—Oshawa	18·6	16·7	s 14·7	11·2	3·9	23·3	.....	18·7	42·6	25·9	47·8

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ¼ lb package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$	$
P.E.I.—						t				
1—Charlottetown	29·0	39·6	35·5	12·2	11·7	112·5	50·2	.....	15.50	.....
Nova Scotia—										
2—Halifax	29·0	40·1	33·4	11·6	12·6	107·7	50·2	.....	17.00	31.00–35.00
						t				
3—New Glasgow	29·7	44·5	34·1	11·9	12·2	112·9	50·0	.....	.....	.....
4—Sydney	29·3	45·5	34·0	12·4	12·9	110·1	50·3	.....	12.10	22.00–26.00
5—Truro	.....	39·0	35·0	12·2	12·6	109·2	50·1	.....	15.70	.....
New Brunswick—										
6—Fredericton	26·7	42·1	33·4	11·9	11·9	103·2	50·0	.....	17.00	23.00–27.00
7—Moncton	29·6	39·4	33·3	12·5	12·5	108·3	50·1	.....	16.47	.....
8—Saint John	28·9	40·1	33·5	11·7	12·1	106·1	50·5	.....	17.75	23.50–27.50
Quebec—										
						t				
9—Chicoutimi	31·5	43·5	35·7	12·4	11·6	112·0	58·0	26.00	.....	.....
10—Hull	27·4	38·0	30·0	11·9	11·8	106·2	53·6	25.50	.....	.....
11—Montreal	28·5	40·4	29·6	11·4	11·9	105·2	54·9	25.75	.....	28.50–32.50
12—Quebec	28·1	43·6	32·0	11·9	11·9	108·5	56·3	24.50	.....	33.00–37.00
13—St. Hyacinthe	28·5	37·9	31·3	11·3	11·4	104·8	54·9	26.00	.....	.....
14—St. Johns	27·7	39·3	32·4	11·4	10·7	105·0	55·3	24.50	.....	.....
15—Sherbrooke	28·7	40·3	31·7	11·6	12·0	110·1	56·3	25.50	.....	25.50–29.50
16—Sorel	26·7	39·1	31·2	11·3	11·1	103·8	53·7	23.75	.....	.....
17—Thetford Mines	27·2	39·3	33·1	11·9	11·4	109·3	53·7	.....	.....	.....
18—Three Rivers	27·5	41·3	30·1	11·6	11·7	107·8	56·1	24.50	.....	.....
Ontario—										
19—Belleville	.....	37·0	29·3	12·1	12·3	105·5	54·6	24.50	.....	.....
20—Brantford	27·4	34·7	30·2	11·7	11·6	99·6	54·7	24.25	.....	24.50–28.50
21—Brockville	.....	38·2	29·9	11·3	11·7	104·6	54·3	24.50	.....	.....
22—Chatham	.....	36·0	30·8	12·3	12·5	103·3	54·7	24.50	.....	.....
23—Cornwall	.....	37·8	30·1	11·9	11·9	108·9	54·6	26.25	.....	.....
24—Fort William	.....	38·5	31·8	12·7	12·9	100·7	52·4	26.00	.....	31.50–35.50
25—Galt	.....	35·7	29·4	11·7	12·2	99·9	54·5	25.50	.....	.....
26—Guelph	27·7	33·8	29·3	11·5	11·9	101·6	54·4	24.75	.....	.....
27—Hamilton	.....	34·1	29·5	11·6	12·4	102·1	54·8	24.00	.....	33.50–37.50
28—Kingston	28·5	35·7	29·8	11·6	11·8	101·5	52·6	25.50	.....	37.50–41.50
29—Kitchener	26·3	36·0	29·4	11·6	11·7	99·1	56·0	24.50	.....	33.00–37.00
30—London	26·5	37·9	30·0	11·8	12·3	101·6	54·5	25.00	.....	31.50–35.50
31—Niagara Falls	.....	37·8	30·1	11·7	12·4	99·9	55·4	24.00	.....	.....
32—North Bay	29·0	39·5	32·0	12·7	13·3	114·5	54·5	27.00	.....	.....
33—Oshawa	.....	42·7	29·0	11·5	11·9	102·5	55·0	24.50	.....	.....

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1, table per 10 lbs.	Prunes, bulk, or in bags per lb.	Raisins, Australian seedless, bulk, or in bag, per lb.	Oranges, California per dozen	Lemons, 300 per ½ dozen	Jam, strawberry, with pectin per 32 oz jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa	19·0	14·1	15·3	12·8	5·3	23·8	n 25·8	21·8 i	42·0	25·3	50·0
35—Owen Sound	19·2	16·0	.....	11·6	4·4	23·8	21·8	21·3	41·7	25·4	48·6
36—Peterborough	17·8	18·0	.....	13·5	4·9	23·9	25·5	18·8	40·5	24·8	48·5
37—Port Arthur	19·0	18·6	s 15·7	13·3	5·6	36·4	n 27·3	23·5	43·2	27·9	48·4
38—St. Catharines	18·6	15·3	15·4	13·1	3·7	23·9	p 28·7	18·6	42·9	25·6	46·4
39—St. Thomas	19·1	17·3	15·8	12·2	4·7	25·9	29·4	18·9	41·1	26·0	49·0
40—Sarnia	19·8	17·0	16·0	13·7	5·9	24·1	.....	19·7	42·3	27·5	49·8
41—Sault Ste. Marie	18·7	18·4	15·0	12·1	6·2	29·4	p 30·6	21·8	43·8	30·1	49·7
42—Stratford	19·4	17·0	s 15·7	12·4	5·0	22·6	n 28·8	18·0	40·5	25·9	49·1
43—Sudbury	18·7	15·9	14·7	12·3	4·7	27·0	26·1	23·1	41·7	28·0	49·6
44—Timmins	20·3	17·3	16·5	14·1	5·8	32·7	25·9	22·5	43·2	29·3	50·1
45—Toronto	18·6	17·3	13·9	13·5	4·2	26·4	24·9	18·6	44·1	23·8	45·8
46—Welland	17·9	14·4	15·3	12·8	4·8	28·0	22·1	18·4	42·9	24·5	47·7
47—Windsor	18·4	16·6	15·3	12·1	4·8	23·3	.....	19·8	48·0	27·3	48·7
48—Woodstock	18·7	16·7	15·2	13·1	4·9	21·5	.....	18·6	42·9	26·0	47·0
Manitoba—											
49—Brandon	22·2	.....	16·0	14·1	7·7	32·4	25·9	22·1	45·6	28·1	k 70·6
50—Winnipeg	21·3	17·3	15·8	13·1	6·1	23·9	24·6	24·7	46·2	28·3	k 66·5
Saskatchewan—											
51—Moose Jaw	22·3	.....	16·2	.....	5·8	32·3	.....	19·5	45·0	30·3	.....
52—Prince Albert	23·7	16·4	.....	13·5	8·7	37·7	25·1	21·3	46·8	34·2	k 72·7
53—Regina	22·6	17·1	16·4	13·1	7·5	30·3	25·6	21·5	45·3	28·4	k 74·1
54—Saskatoon	23·2	.....	14·9	12·9	7·9	36·1	26·4	20·2	46·8	35·8	k 70·5
Alberta—											
55—Calgary	23·0	16·1	15·3	13·5	6·6	30·7	27·1	20·4	43·8	27·4	k 69·1
56—Drumheller	24·1	14·4	17·2	13·0	7·1	34·0	25·0	.....	45·9	27·4	k 73·6
57—Edmonton	22·7	16·0	15·7	13·4	7·1	30·3	25·4	20·5	44·7	26·5	k 70·2
58—Lethbridge	22·6	.....	14·2	13·9	6·4	25·5	25·6	20·3	43·2	26·7	k 69·5
British Columbia—											
59—Nanaimo	21·6	18·7	16·3	15·3	6·3	36·3	27·3	21·0	40·2	m 22·4	k 65·5
60—New Westminster	20·0	17·2	14·5	13·7	5·1	32·6	25·9	19·6	37·5	m 19·7	k 63·3
61—Prince Rupert	24·4	18·1	17·3	15·4	7·3	45·9	28·0	21·2	46·5	25·8	k 69·9
62—Trail	24·5	.....	18·5	15·9	7·3	34·7	27·7	22·7	42·3	30·4	k 71·0
63—Vancouver	20·3	16·7	14·5	13·9	5·3	36·3	25·5	19·6	37·8	m 19·5	k 63·0
64—Victoria	20·4	17·7	16·4	14·1	6·5	36·5	24·6	18·7	43·8	m 22·4	k 68·7

COAL AND RENTALS BY CITIES, DECEMBER, 1950

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ¼ lb. package	Coal		Rent (a)
				Granulated, bulk or in bag, per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$	$
34—Ottawa	28·5 s	40·4	30·2	11·8	12·0	100·9	54·3	25.50	.....	39.00–43.00
35—Owen Sound	28·0	35·3	30·5	12·1	12·0	110·1	54·6	25.00	.....	.....
36—Peterborough	.....	36·7	28·6	11·5	11·8	102·3	55·3	25.25	.....	.....
37—Port Arthur	27·3	44·2	32·7	12·7	13·3	101·7	51·3	26.00	.....	25.50–29.50
38—St. Catharines	.....	36·3	29·0	11·7	12·8	98·6	53·7	24.25	.....	33.50–37.50
39—St. Thomas	25·4	41·3	31·0	11·9	12·2	103·2	55·6	24.50	.....	.....
40—Sarnia	.....	40·0	30·2	11·8	11·9	104·2	55·2	24.00	.....	.....
41—Sault Ste. Marie	.....	37·6	30·5	12·1	11·4	101·5	54·7	24.00	.....	.....
42—Stratford	27·0	39·0	29·9	12·2	12·0	104·7	54·0	24.50	.....	.....
43—Sudbury	28·3	38·3	33·0	12·2	12·5	100·1	54·4	25.50	.....	36.00–40.00
44—Timmins	27·3	40·9	32·3	12·5	13·0	102·0	54·1	29.00	.....	.....
45—Toronto	26·7	37·1	28·8	11·3	12·1	99·2	53·7	22.95	.....	41.50–45.50
46—Welland	25·4	36·0	28·6	11·6	12·2	93·4	54·2	24.00	.....	.....
47—Windsor	25·0	33·7	29·7	11·5	12·1	99·3	53·0	24.50	.....	31.50–35.50
48—Woodstock	.....	37·7	30·0	11·9	12·3	105·3	54·9	25.00	.....	.....
Manitoba—										
49—Brandon	31·7	43·6	34·8	13·8	14·6	104·9	52·6	.....	16.50	.....
50—Winnipeg	27·0	41·6	32·0	14·1	15·1	94·7	50·4	.....	18.00	33.00–37.00
Saskatchewan—										
51—Moose Jaw	.....	43·7	35·0	13·1	13·8	96·0	51·0	.....	14.60	.....
52—Prince Albert	.....	43·9	35·7	14·1	14·7	105·8	51·3	.....	15.50	.....
53—Regina	30·0	41·6	34·8	13·4	14·2	101·4	51·3	.....	16.00	32.00–36.00
54—Saskatoon	29·0	47·9	34·0	13·7	15·0	98·3	49·9	.....	14.90	25.00–29.00
Alberta—										
55—Calgary	28·4	39·5	34·1	12·9	13·9	97·4	50·7	.....	12.50	32.00–36.00
56—Drumheller	29·7	43·2	36·6	13·2	14·9	99·8	53·0	.....	.....	25.50–29.50
57—Edmonton	28·4	40·3	33·8	12·9	14·3	102·9	50·9	.....	8.20	29.50–33.50
58—Lethbridge	27·0	41·0	33·7	12·7	14·4	98·7	52·5	.....	8.60	.....
British Columbia—										
59—Nanaimo	.....	35·7	31·7	11·7	13·5	102·0	53·8	.....	.....	.....
60—New Westminster	26·0	35·7	31·3	11·0	12·8	95·7	51·5	.....	17.30	24.00–28.00
61—Prince Rupert	30·7	41·2	34·7	12·9	13·9	100·8	53·4	.....	18.75	22.00–26.00
62—Trail	30·5	40·8	34·3	12·8	13·9	98·2	52·2	.....	16.75	.....
63—Vancouver	26·6	35·1	30·4	11·0	12·5	92·3	51·7	.....	17.55	30.00–34.00
64—Victoria	29·2	37·9	30·7	11·8	13·1	97·1	51·9	.....	18.65	25.00–29.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone in. (c) Including butts. (d) Mixed—hock-off and hock-on. (e) Mixed—carton and loose. (f) Loose. (g) Estimate. (i) Mixed—California and Australian. (k) Pure. (m) 360's. (n) Mixed—package and bulk. (p) Package. (s) Mixed—choice and fancy. (t) Tin.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug. 1947	1938	1938	1935	June, 1914 (n)	June-Aug. 1939	1938	1936-39 =1000	1 st Quarter of 1949=1000
1913	(a) 79·1	(b) 70·7	.....	(b)	(l)	.....	.....	.....	(c)	.....	.....	(d)	(e) .....
1914	79·1	71·8	.....	(g) 100	.....	.....	.....	.....	.....	.....	.....	.....	.....
1915	80·7	72·5	.....	(i) 123	.....	.....	.....	.....	100	.....	81·4	.....	.....
1916	87·0	77·9	.....	(i) 146	.....	.....	.....	.....	.....	.....	85·5	.....	.....
1917	102·4	91·6	.....	(i) 176	.....	.....	.....	.....	.....	.....	90·8	.....	.....
1918	115·6	107·5	.....	(i) 203	.....	.....	.....	.....	.....	.....	99·6	.....	.....
1919	126·5	123·8	.....	(i) 215	.....	.....	.....	.....	204	.....	106·4	.....	.....
1920	145·4	143·0	.....	(i) 249	.....	.....	.....	.....	222	.....	117·7	.....	.....
1921	129·9	127·7	.....	(i) 226	.....	.....	.....	.....	224	.....	145·8	.....	.....
1922	120·4	119·7	.....	(i) 183	.....	.....	.....	.....	200	.....	132·0	.....	.....
1926	121·8	126·4	.....	(i) 172	185	.....	.....	.....	164	.....	110·1	.....	.....
1929	121·7	122·5	.....	(i) 164	176	.....	.....	.....	162	125	106·3	(f)	.....
1933	94·4	92·4	.....	(i) 140	151	.....	.....	.....	161	118	106·6	1150	.....
1939	101·5	99·4	100·0	(i) 158	178	108	.....	(k) 107·5	131	99	93·2	.....	.....
1940	105·6	100·2	100·7	(i) 184	205	129	.....	122·5	138	(m) 103	99·9	1029	748
1941	111·7	105·2	104·4	(i) 199	226	150	.....	141·7	151	113	103·4	1051	782
1944	118·9	125·5	199·1	(i) 201	295	285	.....	158·2	174	138	108·2	1111	810
1945	119·5	128·4	213·5	(i) 203	295	393	.....	157·5	207	279	128·8	1270	872
1946	123·6	139·3	266·7	(i) 203	291	645	.....	160·3	209	293	132·2	1270	884
1947	135·5	159·2	300·3	(i) 203	.....	1030	4575	162·1	208	287	134·1	1278	891
1948	155·0	171·2	318·9	(j) 108	99	1632	4847	172·4	217	279	139·7	1309	919
1949	160·8	169·1	336·0	111	.....	1818	4915	175·9	224	281	147·8	1392	992
1949—December	161·5	167·5	348·3	113	.....	1920	4753	175·3	222	.....	153·2	1596	1009
1950—January	161·0	166·9	347·0	113	.....	1910	4735	175·8	(n) 220	282	154·2	1653	1018
February	161·6	166·5	345·5	113	100	1920	4747	176·2	158·9	282	154·8	.....	.....
March	163·7	167·0	347·0	113	.....	1906	4682	176·0	158·3	284	155·5	.....	.....
April	164·0	167·3	350·5	114	.....	1922	4752	176·2	158·1	287	156·4	1682	1020
May	164·0	168·6	354·2	114	102	1906	4760	(k)176·4	157·5	288	157·2	.....	.....
June	165·4	170·2	(k)354·6	114	.....	1845	4823	176·7	158·2	290	159·2	.....	.....
July	167·5	172·5	355·6	114	.....	1825	4824	177·1	158·4	290	161·0	1730	1052
August	168·5	173·0	.....	113	100	1925	4909	177·3	159·4	292	.....	.....	.....
September	169·8	173·8	.....	114	.....	2007	.....	.....	160·0	295	.....	.....	.....
October	170·7	174·8	.....	.....	.....	.....	.....	.....	.....	297	.....	.....	.....
November	170·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
December	171·1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New index, base 1st quarter of 1949=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1913=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914=100. (m) Average June-December. (n) New series, August 1939=100, beginning January, 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926=100)

SOURCE: Dominion Bureau of Statistics.

—	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	Nov. 1949	Sept. 1950	Oct. 1950	Nov. 1950
All commodities	**64·0**	**127·4**	**155·9**	**97·3**	**95·6**	**67·1**	**75·4**	**90·0**	**103·6**	**129·1**	**153·4**	**157·0**	**157·1**	**173·6**	**172·6**	**174·0**
Classified According to Chief Component Material—																
I. Vegetable Products	58·1	127·9	167·0	86·2	91·6	59·3	63·7	77·0	97·0	115·1	135·4	141·1	143·2	152·7	148·7	149·1
II. Animals and Their Products	70·9	127·1	145·1	96·0	109·0	59·4	74·6	92·1	107·9	131·8	168·7	167·2	164·0	182·5	181·7	184·0
III. Fibres, Textiles and Textile Products	58·2	157·1	176·5	101·7	91·3	69·7	70·0	91·0	91·8	128·8	157·0	161·0	159·2	190·9	194·6	197·7
IV. Wood, wood products and paper	63·9	89·1	154·4	106·3	93·9	62·8	79·2	96·0	120·0	162·4	186·2	187·5	188·1	213·6	210·2	213·4
V. Iron and Its Products	68·9	156·9	168·4	104·6	93·7	85·4	98·5	111·3	117·1	137·9	159·2	172·1	173·7	184·5	189·2	189·6
VI. Non-Ferrous Metals and Their Products	98·4	141·9	135·7	97·3	99·2	64·3	71·3	77·7	79·8	124·4	149·6	144·0	141·4	176·5	173·0	176·4
VII. Non-Metallic Minerals and Their Products	56·8	82·3	112·2	107·0	92·9	84·4	85·3	95·2	102·0	114·5	133·5	136·5	138·3	143·0	143·2	141·7
VIII. Chemicals and Allied Products	63·4	118·7	141·5	105·4	95·4	81·3	79·8	98·9	99·4	107·9	120·1	123·6	119·4	128·6	129·9	130·8
Classified According to Purpose—																
I. Consumers' Goods	62·0	102·7	136·1	96·9	94·7	71·1	75·9	91·1	98·1	117·3	140·8	143·9	143·1	157·7	158·8	159·4
Foods, Beverages and Tobacco	61·8	119·0	150·8	90·2	100·0	63·8	73·9	89·5	103·4	122·4	152·3	154·4	153·0	166·0	164·0	165·2
Other Consumers' Goods	62·2	91·9	126·3	101·4	91·1	76·0	77·2	92·2	94·6	113·9	133·2	136·9	136·5	152·2	155·4	155·5
II. Producers' Goods	67·7	133·3	164·8	98·8	96·1	63·1	70·4	83·6	100·7	129·3	153·9	159·0	159·6	178·0	175·1	176·4
Producers' Equipment	55·1	81·9	108·6	104·1	94·6	86·0	95·4	105·7	119·1	133·1	155·7	161·0	162·4	167·2	167·3	167·1
Producers' Materials	69·1	139·0	171·0	98·2	96·3	60·5	67·6	81·1	98·7	128·9	153·7	158·7	159·3	179·2	176·0	177·4
Buildings and Construction	67·0	100·7	144·0	108·7	99·0	78·3	89·7	107·3	127·3	166·4	195·7	201·5	199·5	237·1	234·1	232·9
Manufacturers'	69·5	148·1	177·3	95·8	95·9	57·5	63·9	76·6	93·8	122·5	146·6	151·5	152·5	169·4	166·1	168·0
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured)	63·8	120·8	154·1	94·7	97·5	56·6	67·5	81·8	105·6	130·7	156·2	160·6	160·6	177·8	174·0	175·8
II. All Manufactured (fully or chiefly)	64·8	127·7	156·5	100·4	93·0	70·2	75·3	88·8	94·0	117·4	140·3	142·3	142·9	155·7	156·3	157·9
Canadian Farm Products—																
Field	56·4	132·0	166·5	81·4	93·8	45·8	54·2	59·0	110·1	126·4	133·0	127·5	128·1	104·6	103·6	103·5
Animal	77·0	133·6	150·8	99·0	112·5	59·7	81·2	95·9	123·0	143·9	177·6	182·7	182·5	206·5	204·5	207·7
TOTAL	64·1	132·6	160·6	88·0	100·8	51·0	64·3	72·8	114·9	132·9	149·7	148·1	148·4	142·7	141·3	142·5

The Indexes for 1950 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1949-1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1950*						
January	9‡	9	2,456‡	2,456	39,488	0·05
February	10	15	2,881	3,764	26,300	0·03
March	13	21	4,604	5,659	25,118	0·03
April	10	20	1,735	2,585	14,640	0·02
May	14	23	2,905	3,488	23,874	0·03
June	17	27	1,678	2,781	30,152	0·04
July	18	32	4,930	6,379	50,750	0·06
August	8	19	127,933	129,787	1,053,000	1·26
September	11	20	13,125	15,902	38,376	0·05
October	13	20	11,933	12,557	29,973	0·04
November	8	17	11,663	13,714	49,125	0·06
December	6	13	1,138	2,562	8,438	0·01
Cumulative totals	137		186,981		1,389,234	0·14
1949						
January	10‡	10	1,811‡	1,811	9,710	0·01
February	7	10	6,721	7,245	71,652	0·09
March	9	11	1,951	6,601	136,317	0·16
April	9	18	2,097	7,851	138,931	0·17
May	15	23	4,028	10,532	173,925	0·21
June	16	28	4,290	11,511	141,197	0·17
July	12	20	7,717	12,592	58,005	0·07
August	14	20	3,390	4,574	36,276	0·04
September	13	25	6,515	8,588	67,933	0·08
October	14	22	10,769	16,433	69,992	0·08
November	11	22	1,381	8,925	135,690	0·16
December	7	15	767	3,197	24,039	0·03
Cumulative totals	137		51,437		1,063,667	0·11

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1950 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to December, 1950				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	40	500	Commenced May 11; for a new agreement providing for increased wages, following reference to court of referees; partial return of workers, unterminated.
Weavers and spinners, Grand'Mere, P.Q.	1	41	250	Commenced October 2; inter-union dispute re bargaining agency; employment conditions no longer affected by the middle of December; indefinite.
Metal Products—				
Wire rope and cable factory workers, Lachine, P.Q.	2	164	300	Commenced September 5; for a new agreement providing for increased wages, 42½-hour week with the same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board; terminated December 4; return of workers and replacement; in favour of employers.
Metal factory workers, Fort Erie, Ont.	1	87	650	Commenced September 27; for a new agreement providing for increased wages, reduced hours, and revision of incentive plan; terminated December 12; return of workers pending reference to conciliation board; indefinite.
Steel products factory workers, Montreal, P.Q.	1	1,000	3,500	Commenced October 31; for a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay, etc., following reference to conciliation boards; terminated December 5; conciliation, provincial, and negotiations; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters and labourers, Cornwall, Ont.	2	40	40	Commenced November 23; for dismissal of foreman, following dispute with a carpenter; terminated December 1; negotiations; in favour of employer (see later strike).
TRADE—				
Garage workers, Brandon, Man.	4	52	100	Commenced November 23; for a new agreement providing for increased wages, following reference to conciliation board; terminated December 4; return of workers; in favour of employers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, DECEMBER, 1950 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During December, 1950				
MINING—				
Coal miners, Lethbridge, Alta.	3	407	2,000	Commenced December 21; protest by contract miners against pushing cars to coal face; partial return of workers, unterminated.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Textile factory workers, Cornwall, Ont.	1	445	400	Commenced December 4; protest against removal of time-study checkers in carding room; terminated December 4; negotiations; in favour of employer.
Textile dyeing factory workers, Valleyfield, P.Q.	1	111	385	Commenced December 19; dispute over bonus of monthly coupons for rayon; terminated December 22; negotiations; compromise, coupons discontinued, increase in wages granted.
Non-Metallic Minerals, Chemicals, etc.—				
Clay products factory workers, Medicine Hat, Alta.	1	71	213	Commenced December 5; for Rand formula for union dues in new agreement under negotiations; terminated December 7; conciliation, provincial and negotiations; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Cornwall, Ont.	2	29	75	Commenced December 18; for re-employment of three carpenters following strike on Nov. 23-50, see above; terminated December 20; negotiations; in favour of workers.
TRANSPORTATION—				
Electric Railways and Local Bus Lines—		[3]		
Bus drivers, Windsor, Ont.	1	75	25	Commenced December 19; for a new agreement providing for increased wages, 40-hour week with same take-home pay as for 48 hours, and other changes, following reference to conciliation board; terminated December 19; negotiations; compromise.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 375 indirectly affected.

CURRENT LABOUR CONDITIONS



This article summarizes the latest employment and labour information available at March 10, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

AS WAS the case during most of the fall and winter, the number of registrations for work on file with National Employment Service throughout February continued well below last year's figures. By the beginning of March, there were 296,700 applications for jobs on file at local employment service offices, an increase of only 4,000 from the previous month and almost 80,000 below the corresponding figure last year. During most of February, the total registrations hovered around the 300,000 mark, with a slight decrease in the last week. In Ontario and British Columbia there was a drop in job applications over the month.

While the employment situation in the last few months has differed in many important respects from that of last winter, it has still much in common with it. As was the case last year, the majority of those registering for jobs at National Employment Service are persons displaced from seasonal industries. Although the layoffs due to material shortages have increased over last year, the number of persons actually affected does not bulk large in the total unemployment. This situation may of course change in the future, as the system of priorities for basic materials begins to operate, and as present inventories are exhausted.

The predominance of workers from the seasonal industries in the total registering for jobs indicates that recent changes in the economy in response to the preparedness program have not yet produced a general demand for unskilled and semi-skilled workers. While the heavy labour demand in the logging industry in both eastern and western Canada has provided many more winter jobs for those released from agriculture, transportation and construction than last year, even the current high level of operations in the logging camps cannot provide sufficient work to reduce winter unemployment to that of 1948-49.

It is the skilled workers who have felt most directly the impact of the preparedness program. Of this relatively small section of the labour force, only in the machine shop trades has the demand threatened to exceed the supply. For the past few months, the heaviest demand has been for draftsmen, machinists, tool and die makers and related occupations.

The pressures on the supply of this particular group of skilled workers stems partly from the needs of the defence plants, and partly from the increase in production and employment in certain heavy goods industries. The aircraft industry, for example, is now in the process of tooling-up in preparation for full scale production. It requires a substantial number of key

78060—1½

skilled men, especially in the machine shop trades, on whom the employment of large numbers of semi-skilled and unskilled men depends. Since aircraft engines will be produced in Canada on a large scale for the first time, it is likely that the proportion of skilled workers will be larger in this industry than during the war. At the same time, the increase in demand for consumer durable goods, and in capital investment in manufacturing, means an increase in employment for this type of worker in such industries as automobiles and parts, electrical apparatus, machinery building and railroad equipment.

This increase in employment in the durable goods industries is one of the more important points of contrast with the employment situation last winter. At that time, the slowing down of the rate of capital investment in manufacturing, together with the falling off in export demand for certain heavy goods industries, had resulted in considerable unemployment among the skilled and semi-skilled workers in the metal trades.

Since the current heavy demand for skilled machine shop workers results from the preliminary tooling-up process in certain defence plants, at a time when employment has increased in durable goods industries, the current strong demand for this particular type of skilled labour may turn out to be of relatively short duration. The pressures on supplies of skilled machine shop tradesmen from non-defence industries may be gradually relieved if the restrictions on credit and the system of priorities for vital materials begin to affect their production. As well as causing layoffs due to material shortages, the allocation of basic materials for defence, essential construction and resource development may put a definite limit on expansion plans in less essential enterprises.

The National Advisory Council on Manpower has suggested that the National Employment Service could be of great service to the defence industries in filling skilled positions, by encouraging skilled men who apply for work to take jobs in these plants. As the skilled jobs are gradually filled in defence plants, their labour demand may be expected to change, with the emphasis shifting gradually from skilled to semi-skilled and unskilled workers who will make up the bulk of the staff when these industries are operating at capacity.

Even the type of skilled worker most in demand by defence industries will change as work on the projected defence plans gets under way. Once the shipbuilding program begins on a large scale in the spring, demand for construction tradesmen will be heavy, since the shipyards employ a considerable number of electricians, plumbers and steamfitters and carpenters, as well as tradesmen associated with structural steel building and assembly of heavy steel plates. Since the construction industry is anticipating a heavy program this spring and summer, it is possible that this type of labour will be in short supply in some areas. The problem will be eased considerably to the extent that the system of priorities for basic materials is able to cut down the less essential building.

The developing preparedness program will call for a continuous readjustment within the labour force. Surpluses of unskilled and semi-skilled workers, and shortages of a particular type of skilled men, which characterize the current situation, are largely the symptoms of a preliminary stage of readjustment.

IN BRIEF . . .

The cost-of-living index rose from 172·5 to 175·2 between January 2, and February 1, 1951. The increase was largely due to higher prices for foods, clothing and home furnishings. The food index advanced from 220·2 to 224·4, as higher prices for most foods, particularly meats and

(Continued on Page 325)

CURRENT LABOUR STATISTICS

(Latest available statistics as of March 10, 1951.)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Same Date Previous Year
Manpower—				
Total Civilian labour force (a)	Nov. 4	5,201,000		0·0
Persons with jobs	Nov. 4	5,084,000		+0·6
Persons without jobs and seeking work (a)	Nov. 4	117,000		20·4
Registered for work, N.E.S.				
Atlantic Region	Mar. 1	45,201	+9·4	24·6
Quebec Region	Mar. 1	92,509	+3·6	17·8
Ontario Region	Mar. 1	63,389	7·2	−29·2
Prairie Region	Mar. 1	50,761	0·8	−6·9
Pacific Region	Mar. 1	44,837	10·4	−24·7
Total, all regions	Mar. 1	296,697	−1·1	−21·1
Ordinary claims for Unemployment Insurance Benefit (b)	Feb. 1	247,642	+30·3	16·7
Amount of benefit payments (c)	January	$9,829,437	+85·2	16·6
Index of employment (1939=100)	Jan. 1	175·3	2·2	+7·0
Immigration	December	7,061	+3·4	−22·4(d)
Industrial Relations—				
Strikes and lockouts—days lost	February	18,878		−43·8(d)
No. of workers involved	February	4,508		+94·6(d)
No. of strikes	February	18		+55·0(d)
Earnings and Income—				
Average weekly salaries and wages	Jan. 1	$45.31	2·8	+7·0
Average hourly earnings (mfg.)	Jan. 1	$1.09	+1·0	+7·7
Average hours worked per week (mfg.)	Jan. 1	43·1	0·0	+1·2
Average weekly earnings (mfg.)	Jan. 1	$46.94	+1·0	+9·0
Cost-of-living index (av. 1935–39=100)	Feb. 1	175·2	+1·6	+8·4
Real weekly earnings (mfg. av. 1946=100)	Jan. 1	111·2	+0·1	+1·6
Total labour income	December	$703,000,000	4·1	+9·5
Industrial Production—				
Total (av. 1935–39=100)	December	210·2	0·1	+12·5
Manufacturing	December	219·6	0·5	+11·8
Non-durables	December	195·4	0·7	+7·7
Durables	December	261·1	0·3	+17·4
Trade				
Retail trade	November	$728,600,000	+1·6	+9·7
Exports	January	$285,100,000	1·7	+28·9
Imports	January	$327,500,000	+23·0	+54·6

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
(b) Includes ordinary live claimants plus claimants for supplementary benefit.
(c) Includes $462,000 in supplementary benefit.
(d) This percentage compares the cumulative total to date from first of current year with total from same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Foreign trade in 1950

Canada's foreign trade in 1950 established new records. Imports were at an all-time high, and exports established a peacetime record, producing together an all-time peak for total foreign trade.

The rise in value of imports exceeded substantially the advance in that of exports, eliminating the sizable export balance of 1949 and bringing the year's trade nearly into balance with a small import deficit.

One of the outstanding developments of the year was a pronounced shift in the direction of exports. Shipments to the United States increased sharply in value, stimulated by the high economic activity in that country. There was also a substantial gain in sales to Latin America. On the other hand such factors as trade controls, changed purchasing policies, and increased domestic production in overseas countries acted to reduce overseas purchases of Canadian goods.

Total merchandise imports in the year were valued at $3,174,300,000, an increase of $413,100,000 or 15 per cent over the previous high value of $2,761,200,000 for 1949. A considerable part of this rise was due to higher volume as well as prices.

Domestic exports in 1950 increased four per cent in aggregate value over 1949, advancing to $3,118,400,000 as compared to $2,993,000,000, while foreign exports rose to $38,700,000 as against $29,500,000.

Total trade for the year—the sum of imports and exports—rose to the record value of $6,331,300,000, up $547,600,000 from the 1949 aggregate of $5,783,700,000.

On overall commodity account, there was an excess of $17,200,000 in the value of imports over exports in contrast with an export surplus of $261,200,000 the previous year and $473,100,000 in 1948. Import surpluses occurred in seven of the 12 months, the largest of $31,500,000 for November being largely offset by an export surplus of $27,200,000 for December.

The 1950 trade deficit was the first since 1931, at the start of the world economic depression, but is the result of factors that contrast sharply with those at that time. Whereas the adverse balance in 1931 was associated with curtailed markets and depressed prices for Canada's principal exports, the small deficit last year is partly attributable to the activity of the Canadian economy, and a consequent heightened demand for large quantities of foreign goods both for productive purposes and for consumption. Furthermore, the import balance in 1950 is quite light in relation to the high values of Canada's international trade.

Main feature of the year's trade with the United States was the expansion in domestic exports, which rose 34 per cent in value to $2,021,000,000 from $1,503,500,000. Foreign exports to the United States also increased to $29,500,000 from $20,600,000. Imports from the United States moved up at a lesser rate of nine per cent to a value of $2,130,500,000 as compared to $1,951,900,000. As a result, the traditional import surplus declined sharply to $80,000,000 from $427,800,000 for 1949. In December, for the third time in the year, Canada had an export surplus, amounting to $12,000,000, in trade across the border.

In trade with the United Kingdom, imports were higher in value in 1950 and exports were lower. Total purchases from the United Kingdom were valued at $404,200,000 as against $307,400,000 in 1949, increases being recorded in every month except March. Domestic exports to the United Kingdom, on the other hand, declined sharply in value to $469,900,000 from $705,000,000 and the small amount of foreign exports was down slightly at $2,600,000. Canada's export balance with the United Kingdom thus fell to only $68,300,000 from $401,800,000 the previous year. Further reflecting the changes occurring in the direction of trade, Canadian purchases from other Commonwealth countries exceeded exports to those countries in 1950, reversing the experience of many years. This change was due to a combination of smaller exports and larger imports. Imports from Latin America again exceeded exports to those countries as in 1949, while the export surplus to European countries was somewhat smaller and imports from the remaining foreign countries increased sharply to nearly the value of exports.

Besides increasing from the United States and the United Kingdom, Canada's merchandise imports were higher in value last year than in 1949 from all main geographic areas. The increased volume of imports from overseas countries was particularly large. Gains in value were recorded also for all nine main commodity groups of imports.

Matters of labour interest in Speech from Throne

The Speech from the Throne, which opened the Fourth Session of the Twenty-First Parliament on January 30, 1951, contained several items of interest to labour.

In view of the emergency situation brought about by international conditions, the Speech gave notice that measures would be introduced to prevent economic dislocation resulting from defence preparations.

The Speech noted that proposals had been laid before the provincial governments by new tax agreements and for a contributory old age pensions program, and that these were now being studied by the provinces along with proposals for constitutional amendments "which may require to be submitted (to Parliament) before the close of the present Session."

The Speech forecast other measures relating to the St. Lawrence Seaway, Canadian participation in the Colombo Plan and in technical assistance to underdeveloped areas, and problems of veterans.

Employment prospects for university graduates

With the increasing demand for technical personnel, due largely to expanding defence production, it is expected that little difficulty will be experienced in finding employment for the 1951 university graduating class, it was indicated recently by Hon. Milton F. Gregg, Minister of Labour.

As in previous years, the National Employment Service has been carrying on a detailed campaign to arrange for the permanent placement of graduates and to find summer employment for undergraduates.

The program began with a questionnaire last December to employers who were considered to be interested in hiring graduates, or undergraduates.

The Executive and Professional Division of the National Employment Service now maintains full time Employment Offices throughout the whole academic year at the following universities: Alberta, Saskatchewan, Manitoba, Toronto (for undergraduates only), Montreal, Laval, and Sir George Williams College. At other universities, NES officers work in co-operation with university staffs.

The registration of all students who are seeking employment has been completed, and this information can be made available to employers permitting a tentative selection before interviewing. Where employers have representatives visiting universities, NES officers can arrange interviews with selected students.

Last year at this time it was expected that considerable difficulty would be found in placing the abnormally large graduating class of 17,000. However, the vast majority of this large class had been absorbed in Canadian industry by August, 1950. This year's class has been estimated at about 13,000, some of whom could be expected to continue post-graduate studies. With increasing defence production, it was anticipated there would be a strong demand for these well trained young men and women many of whom had some degree of practical experience in their chosen professions which they had obtained during summer work as undergraduates, explained the Minister.

Of the total number of university students expected to graduate this spring about 2,450 are in Engineering, nearly 4,000 in Arts and Science courses leading to the degrees of B.A. or B.Sc., 860 in Commerce or Business Administration, 500 in Agriculture, 1,140 in Education, 900 in Medicine, and 500 in Law. The remainder are in various courses such as: institutional management, dentistry, nursing, optometry, pharmacy, music, journalism, interior design, physical and health education, occupational and physical therapy, social work, theology, philosophy, architecture, household science, child study, and other specialist courses.

Estimates, based on present registrations, of the total number of university students expected to graduate in the next four years are as follows. 1951, 13,000; 1952, 11,500; 1953, 12,300; 1954, 10,000.

Immigration to Canada in 1950

During the calendar year of 1950, 73,912 persons from other countries came to settle in Canada, the Department of Citizenship and Immigration has announced. This compares with 95,217 in 1949, a decrease of 22·4 per cent.

Among the new immigrants were 13,427 from the British Isles, a decrease of 39·5 per cent from 1949. A slight rise was recorded in the number of immigrants from United States who numbered 7,799 as compared with 7,744 in 1949.

Other major categories were as follows (1949 figures in parentheses): Italian 9,058 (7,742); Dutch 7,404 (7,782); Polish 6,612 (12,233); German 5,825 (5,988); Ukrainian 3,769 (6,570); Hebrew 2,429 (4,499); Esthonian 1,949 (2,945); Lettish 1,766 (2,847); Chinese 1,741 (797); Magyar 1,577

(1,633); Czechoslovakian 1,441 (2,076); French 1,188 (1,021); Jugoslavian 1,013 (1,460); Lithuanian 960 (2,248).

Ontario received 39,041 of the immigrants, about 4,000 more than all the other provinces combined. The next highest was Quebec with 13,575. The Prairies received 12,975, British Columbia 6,091, the Maritimes 2,198 and the Yukon and Northwest Territories 32.

Occupational categories of the immigrants were as follows: farming class 28,027; unskilled and semi-skilled workers 8,745; skilled workers 10,727; trading class 5,908; mining class 737; female domestic workers 2,622; and other classes 19,146.

Income of farmers reduced in 1950

Cash income of Canadian farmers from the sale of farm products in 1950 amounted to $2,169,251,000, according to an advance preliminary estimate by the Dominion Bureau of Statistics. This figure was down 12 per cent from both the preceding year's total of $2,456,871,000 and $2,459,393,000 in 1948, but substantially above the 1947 total of $1,967,263,000.

The reduction in 1950 was largely attributable to the substantial decline in returns realized from the sale of grains. In this connection, Canadian Wheat Board payments in 1950 were far below those of 1949. In addition, the initial price of wheat to producers in the Prairie Provinces was lowered at August 1, 1950 from $1.75 to $1.40 per bushel basis No. 1 Northern in store Fort William-Port Arthur. Severe August frosts in the Prairie Provinces caused considerable damage to grain crops and sharply reduced average grades.

In addition to the above totals, supplementary payments made under the provisions of the Prairie Farm Assistance Act in 1950 totalled $21,182,000 as compared with $17,628,000 in 1949, $20,748,000 in 1948, and $11,577,000 in 1947.

Most of the decline in cash returns took place in the Prairie Provinces. Totals for Ontario and British Columbia were slightly lower but there were advances in the Maritime Provinces and Quebec.

Changes in workmen's compensation laws in 1950

The 1950 edition of *Workmen's Compensation in Canada, A Comparison of Provincial Laws,* which was recently issued by the Department of Labour, is a mimeographed 40-page bulletin setting out in some detail the similarities and differences in the ten provincial workmen's compensation Acts. Benefits paid to injured workmen or to their dependants in death cases are set out in the form of tables. A table of occupational diseases indicates the provinces in which each disease is compensated.

The bulletin analyses the Acts under the headings Workmen's Compensation Boards, Scope of Laws, Risks Covered, Waiting Period, Medical Aid, Rehabilitation, Accidents Occurring Outside the Province, Accident Prevention and others. For purposes of comparison between the provincial legislation and international standards, the Conventions and Recommendations of the International Labour Conference concerning workmen's compensation are summarized.

Changes made in 1950 are noted, the most important being the enactment of a new Act in Newfoundland providing for a system of collective liability. This Act has not yet been proclaimed in effect.

Manitoba followed Ontario's example by extending the scope of its Act to cover not only certain specified diseases but also any disease peculiar to any industrial process, trade or occupation within the scope of the Act.

In Saskatchewan, a change was made with respect to the waiting period. Heretofore, a workman had to be disabled for more than three days in order to be paid compensation from the date of disability. Under the Act, as amended, if the workman is disabled for any longer time than the day of the accident, he receives compensation from and including the day after the accident.

Monthly benefits to children under 16 were raised from $12 to $15 in Saskatchewan and the amount payable for burial expenses was increased from $125 to $175.

Three provinces—Nova Scotia, Prince Edward Island and Saskatchewan—increased the minimum payment which may be made in cases of total disability.

The power of the Prince Edward Island Board to take accident prevention measures was increased.

Copies of the bulletin are available from the Legislation Branch, Department of Labour.

Trade council accepts Vancouver Local 407

The Vancouver and District Trades and Labour Council has voted to accept the application of Civic Employees' Local 407 for membership. Local 407 was set up after the Trades and Labour Congress had suspended Vancouver Civic Employees' Union Local 28 (L.G., Jan., 1951, p. 11), because of suspected Communist domination.

ICFTU forms Western Hemisphere regional organization

Delegates representing many of the non-Communist labour organizations in the Western Hemisphere met in Mexico City, January 8-12, to form an American regional group of the International Confederation of Free Trade Unions. The new body will be known as the Inter-American Regional Workers' Organization (IROW) of the ICFTU, and will have its headquarters in Havana, Cuba.

The organization, representing between 17 and 20 million workers from 20 American nations, elected Arturo Sabrosa, President of the Peru Confederation of Labour as its president. Franciso Aguirre of Cuba was elected full-time secretary.

Canadian labour was represented at the conference by Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, George Burt, Canadian Director of the United Automobile Workers, Fred Dowling, Canadian Director of the United Packinghouse Workers, Percy R. Bengough, President of the Trades and Labour Congress, and A. E. Hemming, Executive Secretary of the TLC.

Mr. Conroy was elected to the post of Co-Secretary of the Conference (L.G., Feb., 1951, p. 151), with Franciso Aguirre of Cuba. Mr. Bengough was elected an alternate member of the 9-man executive committee. Both Mr. Conroy and Mr. Bengough were named to the 31-man regional council. Mr. Claude Jodoin, TLC, vice-president, and George Burt were named as substitutes for Mr. Bengough and Mr. Conroy.

The purpose of the new organization was explained by ICFTU General Secretary J. H. Oldenbroek. He said:—

> Aims of the new organization are threefold. We will do all we can to assist in building strong unions in Latin America and in raising economic standards. We will fight against all totalitarian influences, whether Stalinist, Peronist, or Falangist. We will seek to strengthen democratic forces throughout the hemisphere.

One of the major problems during the five-day conference was the question of whether the Argentine unions should be admitted to the IROW. The move to admit the Argentine group was headed by the Mexican textile workers, and was supported by conference chairman Fidel Velasquez, head of the Mexican Confederation of Workers.

Debate on the question lasted for five hours. The AFL, CIO, and United Mine Workers, strongly supported by delegates from other North and Latin American groups firmly opposed any Argentine representation arguing that Argentine labour is not represented in the ICFTU, and that it is controlled by the Argentine government.

When the final vote was taken, the only group voting in favour of Argentine affiliation was the Mexican delegation. Mr. Velasquez then resigned as conference chairman.

In a discussion of the draft rules for the organization, the Mexican Workers' Federation disagreed with the rules presented by the Executive Board on the ground that they did not give full autonomy to affiliated bodies. The Executive maintained that the rules had been laid down by the constituent Congress of the ICFTU and could only be changed by that body. The Conference supported this stand. The Mexican delegation withdrew in protest but promised enduring "friendship and hospitality" to the IROW. The Conference unanimously asked the Mexican federation to return to the organization.

The affairs of the IROW will be handled by the president, secretary and the executive board. This board is made up of three members from North America, one from the Caribbean, one from eastern South America, one from western South America, and one from Central America.

The rules for the Secretariat, the General Secretary's report, various reports and resolutions, the financial arrangements and other items on the agenda were also unanimously approved by the delegates.

A Regional Conference which is to meet at least once every three years was also created.

Long-term plan for British coal

The National Coal Board issued in November its *Plan for Coal*. The new program, which is to extend over the next 15 years, provides for the reconstruction of 250 collieries and an investment of £635 million.

The plan envisages a 37·5 per cent increase in productivity over the 15-year period. This is expected to result in a saving of seven shillings a ton at current prices, part of which will go to increasing wages as productivity rises.

Total output is to increase by about 20 per cent, but the number of miners will fall by 11 per cent, or some 80,000 men.

Assurances have been given the miners, it is stated, that this planned reduction "will result in stable jobs, rather than the opposite, since the existence of a plan will allow men who are to become redundant in coal-getting to work on reconstruction,

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while the ordinary wastage will take away the men who can be spared from the industry."

Recruitment is still urgently needed to keep the number of men to the planned level.

"Escalator" clauses in U.S. wage agreements

An article in *Labour Information Bulletin,* published by the United States Labour Department, cites the increasing prevalence of automatic cost-of-living wage-adjustment plans in contracts negotiated since June 1950 as "one of the most significant collective-bargaining developments arising out of the Korean crisis and the emergency defence program".

Prior to the summer of 1950, the article continues, about a half million workers were known to have been covered by such provisions. The July-December 1950 additions are estimated to have raised the total number of workers covered to upwards of 1,500,000.

"Automatic cost-of-living or escalator clauses, which require that specified wage adjustments be made according to changes in the cost of living are not, however, new or unusual," the article states. The practice of gearing wage changes to price changes was prevalent to some degree during and immediately after World War I and again prior to World War II when prices began to rise rapidly.

"Interest in cost-of-living plans rose with the introduction of an escalator clause in the 2-year agreement signed in May 1948 between the General Motors Corporation and the United Automobile Workers. The agreement included a new feature by also providing for regular annual increases of 3 cents per hour to raise the real earnings of General Motors workers. This tended to lessen union opposition to tying wage changes to fluctuations in the cost of living. Formerly it had been the feeling of most unions that the adjustment of wages to the cost of living merely served to freeze the level of real wages, thus depriving wage-earners of benefits resulting from technological development or an expanded economy.

"Renegotiation of the GM-UAW contract for a precedent-making 5-year term in May 1950, with the escalator clause retained and the 'annual-improvement' wage increase raised from 3 cents to 4 cents per hour, focused widespread attention upon the characteristics of such wage-adjustment procedures."

The article states that escalator clauses are sometimes based on indexes available for certain cities, but that most commonly they are based on the national index. The reason for this is that many agreements cover establishments in cities for which no index is available, or, like the General Motors agreement, cover plants scattered throughout the United States. Usually the index for the month in which the agreement becomes effective, or some other specified month, is taken as the base point in computing the amount of subsequent wage adjustment.

Dealing with the ratio of wage changes to cost-of-living changes, the article states that many recent agreements follow the General Motors formula providing for wage changes in a precise ratio to relatively slight changes in the cost-of-living index. "This formula provides for regular quarterly adjustments in wages at the rate of 1 cent for every 1·14 point change in the index. In some clauses, the change in the index must be relatively large before wages are adjusted, such as 1-per cent change in wages for each 5-point change in the index.

"Many escalator provisions establish a 'floor', a 'ceiling', or both on the amount of the automatic wage adjustment. An agreement may specify that no wage adjustment is to be made because of fluctuations of the index below or above a specified figure. More commonly, as in the General Motors agreement, the lower limit on wage decreases is defined by prohibiting further wage reduction if the index falls below a designated point.

"Since the primary purpose of escalator clauses is to compensate workers for current changes in the prices of goods and services they must buy, cost-of-living adjustments are made relatively frequently. Most generally, they are made once each 3 months, as in the General Motors agreement. Among other agreements adjustments are provided every month or every other month. Still others provide for only one adjustment each year."

Pension and insurance plans in U.S. agreements

At least 7,650,000 workers were covered by collectively-bargained pension or social insurance benefits by mid-1950, the U.S. Labour Department reported at the end of December, 1950. The extent of benefit coverage—more than double that found in 1948—reflects the widespread movement of the last two years on the part of employers and unions to establish new programs, or bring existing pension or insurance benefits within the scope of labour-management agreements, the Department stated.

In most cases, the cost of the pension or "health and welfare" plan is financed solely

by the employer, the survey disclosed. This was particularly true for pensions. Of the 4·8 million workers for whom data were available on the method of financing, 80 per cent were covered by non-contributory programs. Social insurance benefits, financed solely by the employer, covered about 60 per cent of the workers included under collectively-bargained plans. The remainder were financed jointly by workers and their employers.

Among the individual insurance benefits most frequently provided in contracts, life insurance ranks first, in terms of the number of workers covered. It is followed in order by: hospitalization; surgical and/or medical; accident and sickness; and accidental death and dismemberment.

Among the industries in which large numbers of workers are covered by some type of employee benefit program under labour-management contracts, metal products (including steel, auto, and machinery) accounted for nearly 2·5 million. Almost 1·5 million workers each are covered by plans in (1) the textile, apparel and leather, and (2) transportation, communication, and other public utility (except railroads) group of industries.

Employer-financed insurance and/or health plans were characteristic of the textile, apparel and leather; lumber and furniture; printing and publishing; mining and quarrying; and trade, finance, insurance, and service industry groups. Employer-financed pension plans predominated in the textile, apparel and leather; printing and publishing; stone, clay, and glass; and mining and quarrying industries.

Of the total coverage of 7,650,000 workers, slightly more than one-third (35 per cent) were under plans of unions affiliated with the American Federation of Labour. About 47 per cent were included under benefit programs of CIO affiliated unions and the remainder by unaffiliated or independent unions.

Holiday provisions in union agreements, U.S.A., 1950

Wage payment to workers for specific holidays not worked has become common practice under collective bargaining. A recent survey made by the U.S. Bureau of Labour Statistics showed that of 2,316 current agreements analysed, nearly three-quarters—73·4 per cent—included paid holiday clauses. An earlier study, in 1949, revealed that two-thirds of 464 agreements examined granted paid holidays.

Salaried workers have long enjoyed the benefits of paid holidays, but for production workers the practice has become prevalent only since World War II. In 1936, the National Industrial Conference Board, in a survey of 446 companies, found that only 9 per cent granted paid holidays to their production workers, and in a similar study in 1946, of 240 companies surveyed, 40 per cent granted paid holidays.

In the 1950 survey, the Bureau found that the number of holidays with pay varied from one to as high as ten in a few cases. More than half of the 1,701 agreements, however, specified six such holidays a year. The most frequently designated were: New Year's Day, Memorial Day, July 4, Labour Day, Thanksgiving Day, and Christmas.

In 363 agreements, provision was made for both paid and unpaid holidays.

Premium pay for work performed on the specified holidays was provided in 92 per cent of the agreements stipulating paid holidays, and in 90 per cent of the agreements containing unpaid holiday clauses. In general, most agreements tended to pay somewhat lower rates for work performed on unpaid holidays. Double-time rate was most frequent for paid holidays, and time-and-a-half for unpaid holidays.

1950 best homebuilding year in U.S. history

The year 1950 was the best homebuilding year in the history of the United States according to preliminary estimates of the U.S. Labour Department's Bureau of Labour Statistics. In December, 95,000 new permanent non-farm dwelling units were started, bringing the year's total to a record-breaking 1,400,000 units. This total, the Bureau disclosed, exceeded the 1949 record volume (1,025,100 units) by 36 per cent, and was almost 50 per cent above the previous peak of 937,000 units in 1925.

Problems of ageing population subject of research

The problems of an ageing population are dealt with in a research symposium, entitled *The Aged and Society*, published by the Industrial Relations Research Association (L.G., March, 1950, p. 303).

The studies are arranged under three main headings: Part I, The New Age Distribution in the New Society; Part II, Older Workers and Social Patterns; and Part III, Research—Present and Prospective.

Under Part II the problems of the older worker are studied in relation to the labour market, the role of industry, union policies, self-provision, retirement age, and social provisions.

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Part III, "Research—Present and Prospective," includes studies on personal and social adjustment, the contribution of psychology, employability, mental health, and medical-social aspects of the ageing process.

Labour statistics in U.S.A.

The *Statistical Abstract of the United States, 1950,* published by the Bureau of the Census, contains a 40-page chapter on the labour force. Among the facts brought out in the variety of tables are that the labour force included 43·8 million males and 18·3 million females at the end of 1949, of whom 2½ million males and 1 million females were unemployed.

Indexes of output per man-hour show that since 1939 productivity has risen 11 per cent in mining, 30 per cent in agriculture, 33⅓ per cent in steam railroad transportation (based on the increase in revenue traffic per man-hour) and 71 per cent in electric light and power. No estimates are available for manufacturing industries.

Labour union membership rose steadily from just under 9 million in 1940 to almost 15½ million in 1947. For 1949 it is estimated at between 14 and 16 million.

The age of workers and the geographical, industrial and occupational distribution are shown in detail, as are their average hours and earnings.

The *Abstract* also includes chapters on such subjects of labour interest as Social Security and Related Programs, Income and Expenditures, Prices, and Business Enterprise.

The *Abstract* has been published annually for 71 years. It is for sale by the U.S. Government Printing Office, Washington, at a price of $3.

Holidays with pay in Luxembourg

An Act passed recently by the Luxembourg Parliament established new conditions for paid holidays, designed to expand the existing system.

Under the Act, "the annual holiday will be: for the first three years' service, not less than eight working days after six months of uninterrupted work for the same employer; for the fourth and fifth year of uninterrupted work for the same employer, not less than 12 working days; and the subsequent years, not less than 18 working days."

For apprentices and workers under 18 years, holidays are established at not less than 12 working days after six months uninterrupted service; and not less than 18 days after one year. In both cases, service must be with the same employer.

In scope, the law applies to the Government, railway companies, the communes, public and private utilities, industrial and commercial undertakings normally employing more than 20 workers, and mines, slate quarries and similar undertakings, regardless of the number of workers employed.

The Act also covers industrial and commercial enterprises normally employing 20 workers or less, and workers and apprentices under 18 years of age. Workers in agriculture, horticulture, domestic servants and home workers will have their right to holiday determined by administrative regulation.

French Government orders break-up of WFTU

According to a report in the *New York Times,* the Government of France on January 26, ordered the "dissolution" of the World Federation of Trade Unions, whose headquarters have been in Paris.

The order specified that the directors of the Federation, who include Secretary General Louis Saillant, were to liquidate its holdings within a month.

Two other pro-Communist organizations were ordered dissolved at the same time. They are the World Federation of Democratic Youth and the International Democratic Federation of Women.

The WFTU had been abandoned two years ago by most labour organizations from the democratic countries on the grounds that it was Communist dominated (L.G., March, 1949, p. 251). Subsequently these and other organizations united to form the International Confederation of Free Trade Unions (L.G., Feb., 1950, p. 172).

Formation of National Advisory Council on Manpower

During February, a 30-member National Advisory Council on Manpower was formed, which will study manpower problems in Canada and advise the Government on the most effective utilization of the present and potential Canadian working force. The Council held its first meeting on February 20 and 21 and formulated its first recommendations.

On February 5, 1951, the Hon. Milton Gregg, Minister of Labour, announced in the House of Commons that a National Advisory Council on Manpower would be established, charged with the following duties:—

> to consider various aspects of manpower questions;
>
> to advise on plans under review; and
>
> to suggest plans which should be developed so as to make for the most effective utilization in the national interest of the present and potential man and woman working force of Canada.

A few days later the names of the members of the Council were announced. They include representatives of labour, employers, agriculture, veterans and the women of Canada, and also representatives of various divisions of the public service. The joint chairmen are Mr. Norman Robertson, Clerk of the Privy Council, and Mr. Arthur MacNamara, Deputy Minister of Labour.

First Meeting of Council and First Recommendations

On February 20 and 21, the Council held its first meeting. Although this was intended largely as an exploratory meeting, it was revealed at its conclusion that the Council had nevertheless made a series of recommendations.

It approved of Department of Labour plans to bring up to date the records of technical and scientific personnel which were first assembled in World War II. Added to this proposal was the recommendation that records of all apprentices in Canada be obtained and studied with a view to increasing apprenticeship enrolment.

The Council thought well of a plan which would provide for priority in the placement of persons who applied for employment at National Employment offices, by counselling them to go into industries of high priority on a purely voluntary basis. The Department of Labour undertook to proceed with the plan and to undertake the preparation of a priority rating in co-operation with Departments of Trade and Commerce, National Defence and others concerned.

It recommended that the Departments concerned should make an immediate and comprehensive study of all aspects of the national registration question.

The Council further approved the exploration measures being undertaken as a result of the recent Federal-Provincial Rehabilitation Conference in Toronto to provide further skilled workers from among the physically handicapped group. It also endorsed a study of other training programs designed to provide skilled workers for industry and the Armed Forces.

Discussing the problem of the 300 thousand job seekers presently registered with the Employment Service from a point of view of increasing mobility of some of the workers so that they might be available for jobs outside their own communities, it was suggested that the Government might explore the possibility of providing transportation assistance to some of these workers. The Dominion Government, with the assistance of employers and the provinces, might work out a plan. It was further suggested that an examination be made of the possibility of placing industry near the source of available labour. Although in many instances the nature of the industry was such that it could not be so moved, in some cases it should be practical.

Members of Manpower Council

The names of the members appointed to the National Advisory Council on Manpower are as follows:—

Representative of Labour

Percy Bengough, President, Trades and Labour Congress, Ottawa.

P. Conroy, Secretary-Treasurer, Canadian Congress of Labour, Ottawa.

Gérard Picard, President, Canadian and Catholic Confederation of Labour, Montreal.

James B. Ward, Assistant Grand Chief Engineer and Dominion Legislative Representative of the Brotherhood of Locomotive Engineers; Secretary, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, Ottawa.

Representative of Employers

Rhys M. Sale, President, Ford Motor Company of Canada, Windsor.

Albert Deschamps, Engineer, Past President, Canadian Construction Association, Montreal.

Philip Gruchy, Manager, Anglo-Newfoundland Development Company Limited, Grand Falls, Newfoundland.

William Mainwaring, Vice-President, B.C. Electric, Vancouver, B.C.

Representative of Agriculture

Geo. Robertson, Secretary, Saskatchewan Wheat Pool, Regina, Sask.

J. A. Marion, Vice-President, Canadian Federation of Agriculture, President, l'Union des Cultivateurs.

Representative of Women of Canada

Mrs. R. J. Marshall, President, National Council of Women, Agincourt, Ont.

Madame R. de la Durantaye, Ottawa.

Representative of Veterans of Canada

Lt. Col. E. A. Baker, Chairman, National Council of Veterans Associations in Canada, Toronto.

Very Rev. Dean J. O. Anderson, Third Vice-President, Dominion Command, Canadian Legion of the B.E.S.L., Winnipeg, Man.

Representatives of Divisions of Government Services

Dr. J. G. Taggart, Deputy Minister, Agriculture.

Laval Fortier, Deputy Minister, Citizenship and Immigration.

K. W. Taylor, Assistant Deputy Minister, Finance.

Stewart Bates, Deputy Minister, Fisheries.

L. H. Nicholson, Assistant Commissioner, R.C.M.P., Justice.

J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission, Labour.

A. H. Brown, Chief Executive Officer and Solicitor, Labour.

Marc Boyer, Deputy Minister, Mines and Technical Surveys.

C. M. Drury, Deputy Minister, National Defence.

Hugh A. Young, Deputy Minister, Resources and Development.

M. W. Sharp, Assistant Deputy Minister, Trade and Commerce.

E. L. M. Burns, Deputy Minister, Veterans Affairs.

Charles Stein, Under Secretary of State.

C. H. Bland, Chairman, Civil Service Commission.

Ex-officio members of the Council are Dr. W. A. Mackintosh, Chairman of the Unemployment Insurance Advisory Committee, and Judge W. J. Lindal, Chairman of the National Employment Advisory Committee.

Raymond Ranger of the Department of Labour is Secretary of the Council, and George G. Blackburn of the Department of Labour is Assistant Secretary.

Statement of Minister of Labour

In announcing the formation of the Council, the Minister of Labour called attention to the fact that since the emergency of 1939, Canada had developed widespread activities under the Unemployment Insurance Act.

At the present time, nearly every large community in Canada was served by one of the offices of the Unemployment Insurance Commission, which carries on the dual function of unemployment insurance and a national employment service.

These offices, the Minister pointed out, keep constant and intimate contact with local working forces and employers in industry.

They also supply a constant flow of vital information and statistics.

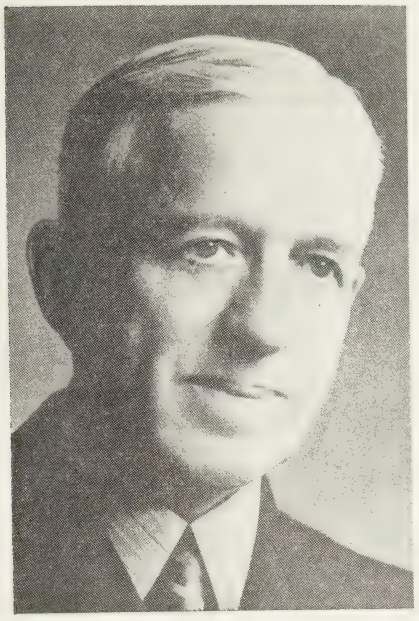
National, regional and local employment committees, comprising representatives of labour, employers and other non-governmental groups, perform valuable services in assisting the National Employment Service.

"While the demand for workers was less than the supply in all categories, the Minister continued," "the objective of this machinery has been the mitigation of the hardships of unemployment on the one hand, and seeking to find work for applicants for jobs on the other.

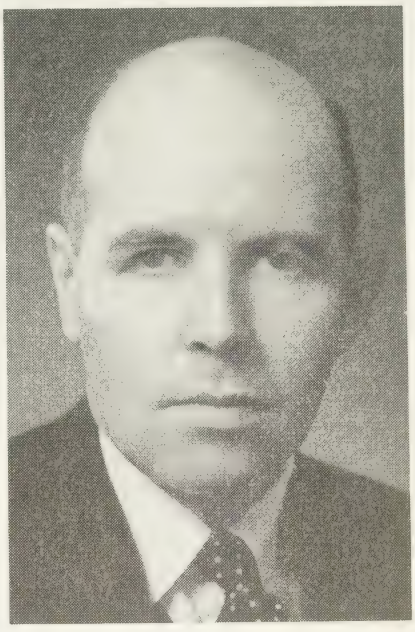
"Now, however, when the demand for workers for the armed forces, and for defence industries as well as normal industries, promises to exceed the supply in some categories, I believe the unemployment insurance commission-national employment service machinery I have outlined could continue its present role without interruption and at the same time provide the medium for arranging the maximum voluntary utilization of our manpower during the kind of emergency in which we now find ourselves.

"There are many organizations, public bodies and departments of government vitally interested in all these matters, as

JOINT CHAIRMEN OF CANADA'S MANPOWER ADVISORY COUNCIL



ARTHUR MacNAMARA
Deputy Minister of Labour



NORMAN ROBERTSON
Clerk of the Privy Council

These two Government administrators have been named as chairmen of the recently appointed Council which is studying the problem of utilizing Canada's industrial population to its maximum extent in the emergency defence program.

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well as the Minister of Labour, through whom the department and the Unemployment Insurance Commission are responsible to the government: for example, the Department of National Defence, labour unions, defence industries, management, and so on. In this search for the maximum utilization of manpower now under the voluntary system, I believe the Government should have available a joint clearing house for the prompt study of month to month manpower resources and needs, for the formulation of advice to the Minister of Labour or to the Government with respect to these matters, and for the interpretation of resultant plans to workers, to management and indeed to all citizens.

"The success of any plans, whether made under present voluntary methods or under more difficult conditions in the future, will depend upon how well they have been formulated in the light of all the facts, and upon how intelligently the opportunities to participate in them are presented to the people of Canada."

The Minister then described the structure of the Council and its functions. He added: "In organizing this Council the Government is determined that the greatest care shall be exercised in seeing to it that our available working personnel—particularly in the skilled trades—shall be distributed amongst the armed forces, defence production and civilian activities in the most effective manner possible."

Review of Present Manpower Situation

Among the matters considered at the first meeting of the National Advisory Council on Manpower were two reports on the general manpower situation by Mr. J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission, and G. V. Haythorne, Director, Economics and Research Branch of the Department of Labour.

Highlights of Mr. Haythorne's and Mr. Bisson's reports are as follows:—

There was a commonly held view that the manpower situation in Canada had changed strikingly over the past year, from one in which there was a concern over scarcity of jobs to one in which there was concern over possible manpower shortages.

The available information suggested that the change in the overall situation was not as great as many people seemed to think. A year ago, there were 375,000 persons looking for work through the local National Employment Service offices. Today, the figure is around 300,000, which represents a sizable labour surplus even for this time of year.

However, there had been other more specific changes in the manpower situation which were more indicative of the basic economic and related developments of the past year. For example, as compared with a year ago, there are today approximately 50,000 more persons in the total labour force, 40,000 more workers employed in woods operations, 70,000 more persons employed in manufacturing, and 17,000 more persons in the Armed Forces.

In looking at our current situation, it was important to keep in mind that we were at present in the middle of the usual winter decline of activities in several industries. Six months ago, when employment was at its summer peak, the number of people registered for work at National Employment Service offices totalled 135,000. Under our Canadian conditions it was not unusual for this number to be at least doubled by the middle of the winter. Although the figure today was somewhat more than double what it was in September, employment was nevertheless at a record level for this time of the year.

The reports stated that the current manpower picture varied considerably from area to area and from industry to industry. Manpower shortages were showing up particularly in the case of certain occupations where considerable skill and experience are required. "Clearance orders (orders which cannot be filled locally) indicate that at present there are shortages of engineers, draughtsmen, machinists, tool makers and die setters, and sheet metal workers. To a lesser extent, there are shortages of moulders, welders and flame cutters, and electricians. Another group showing a distinct shortage is that including loggers and bushworkers.

The clearance system of the National Employment Service, by which openings for jobs which cannot be filled locally may be circulated to Employment Offices in other areas and regions of the country, will be of increasing service to employers as shortage of manpower develops. It was pointed out that the figures available on numbers of job openings and applicants for jobs may understate the actual labour requirements. In the case of scientific and technical personnel and some other skilled groups, for example, not all employers have filed their job openings with the National Employment Service. It was true too that job openings and applications by workers, even in the same occupation, often included many shades of skill and experience. Some applicants in addition may over-rate their occupational capacities. Because of these various circumstances, the fact that applications exceed jobs does not mean that there was necessarily a surplus of the particular type of worker needed for a particular type of job.

Some checks that have been made during the last few days with firms having defence contracts in the aircraft, shipbuilding and electronics industries, however, tend to support the view that except in relatively few cases, no substantial shortages of skilled labour exist at present.

It has been estimated that around 1,000,000 persons were engaged in various types of war production in 1944, in addition to the 779,000 personnel in the Armed Services. While figures are not available, the number employed on defence activities today aside from the Armed Forces do not probably exceed one-tenth of the 1944 total. Thus, while defence efforts today are becoming large by ordinary peacetime standards they are not making claims on manpower to anything like the extent of those made during World War II.

During the coming months there would undoubtedly be substantial increases in labour requirements. These increased requirements were likely to arise from three main circumstances:—

First, the usual resumption of full scale operations in industries with seasonal fluctuations would require large numbers of workers. This increase would not likely be any smaller than in recent years, and there was a strong probability that it might be somewhat higher due to more activity in essential construction, in transportation and in summer logging.

Second, the direct and indirect employment effects of the present expanded defence production program in Canada as well as in other countries had not yet been fully felt. To some extent, the manpower needs of this expanded program are being met as a result of internal shifts of production from civilian to defence goods in individual plants and industries. Evidence of this was clear, for example, in the electronics and textile industries. On the other hand, a considerable proportion of the present defence production program represents additional production and to this extent it involves additional labour requirements.

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REPORT OF COMMISSIONER ON WORKMEN'S COMPENSATION IN ONTARIO

A summary of the Report of the Hon. Mr. Justice W. D. Roach.

The Report of the Hon. Mr. Justice W. D. Roach who was appointed Commissioner under the Public Inquiries Act to inquire into, report upon and to make recommendations regarding the Ontario Workmen's Compensation Act upon subjects other than detail administration was submitted to the Ontario Government on May 31, 1950, and made public early in December.

The inquiry was the second made on the workings of the Act since it went into operation on January 1, 1915. The first was conducted by the late Mr. Justice Middleton in 1931-32 (L.G., 1932, p. 407).

In the course of his inquiry Mr. Justice Roach received briefs from 48 persons, firms or organizations, and held public hearings in Toronto on 19 days to consider and discuss the various submissions and to receive evidence or further representations. His comprehensive, 125-page Report is exceptionally well arranged and organized and is the more easily followed in that, as well as giving a general outline of the Act, it quotes the relevant sections on which submissions were made. The reasons for and against the making of a recommendation are fully set out.

The Report first reviews the background of the Act, restating its purposes and objectives and the benefits which it bestows on employers, employees and the public. Referring to it as the vanguard of all such legislation in Canada, the Commissioner stated:—

> It swept away the old common law doctrines to which I have referred and rested the right to compensation upon the mere existence of the employer-employee relationship.
>
> * * *
>
> This Act should be considered for what it is and was originally intended to be, namely, a scheme by which compensation is provided in respect of injuries to workers in industry. It is not a system for dispensing charity. It is not unemployment insurance. It is not social legislation for the purpose of elevating the standard of one group in society at the expense of another.

It might be useful to indicate here that the Act does not apply to all industries but only to those enumerated in Schedules 1 and 2. Schedule 1 contains the very large list of industries under the collective liability system. These industries are required to contribute to the Accident Fund and medical aid and compensation to injured workers are paid out of the Fund. The industries or businesses in Schedule 1 are divided into classes. At present there are 25 classes.

In the much smaller list of industries in Schedule 2 each employer is *individually* liable to pay medical aid and compensation to the Board in respect of workers injured in his employ and the Board in turn pays it to the worker. In Schedule 2 are the businesses of railways, street railways, express, telegraph, and Dominion telephone companies; navigation, towing, and marine wrecking; municipalities; commissions and school boards; and the Crown in the right of the Province. The Board determines the amount and all other questions of compensation in Schedule 2 as in Schedule 1. The part of the Act administered by the Board is known as Part I.

Coverage of the Act

Mr. Justice Roach regarded as impractical the suggestion that every workman should be covered by Part I of the Act, no matter in what industry he may be employed and even though he is the sole employee, remarking that such extensive coverage was never intended.

With respect to coverage, the Report makes three recommendations:—

1. That members of municipal volunteer fire brigades should be covered by the Act. Presently 155 of such brigades in the Province are recognized by the Board as being covered, on the application of the municipal corporation concerned.

2. That Part I should be made applicable to persons who are required under Section 167 of the Criminal Code to assist police officers in making arrests or in preserving the peace. Police officers are protected by the Act.

3. That the Board, on the application of four or more workmen in an industry *not* included in Part I, may add that industry either to Schedule 1 or Schedule 2, on such conditions as the Board may determine.

With respect to the third recommendation, the Commissioner noted that a wholly excluded industry may be brought under the Act on the application of the employer, but no comparable right is given to workmen. To permit an application to be made by less than four workmen would be

impractical. Further, the Board has already excluded by regulation certain industries in which less than four are usually employed.

Waiting Period

One of the recommendations of the Report which has met with the general approval of labour is a proposed reduction in the "waiting period", which has always been seven days. Workers who are disabled for less than seven days are entitled to no compensation and receive medical aid only. During 1948, out of a total of 161,733 accidents in industries under the Act, 109,904 or about 68 per cent kept workers off the job for less than seven days. Labour urged the abolition of the waiting period, contending that any loss of earnings is a serious matter and that workers should be compensated for such loss.

Mr. Justice Roach was convinced that there should be some waiting period. In his opinion, and this was one of the arguments put forward by representatives of employers, the waiting period should be regarded as part of the worker's contribution to the scheme of the Act. However, in view of the prevailing shorter workweek in many industries, to leave the waiting period at seven days would mean increasing the amount of the worker's contribution. The Commissioner pointed out that the purpose of the Act is to compensate the injured worker for loss of earnings and that the present waiting period includes some non-working days. In a given case it could include Saturday, Sunday and a Monday holiday.

The Report, therefore, recommends that the waiting period should be reduced from seven to four working days. Working days should include all holidays for which the workman, if uninjured, would be paid without working. If the waiting period were reduced to less than four days, it was pointed out, the cost of administering compensation to those disabled for short periods would be out of all proportion to the benefits received. Secondly, it would unfairly transfer to employers and the public the contribution which the workers should justly bear.

Serious and Wilful Misconduct

A workman is barred from receiving compensation where the injury is attributable solely to his serious and wilful misconduct, *unless* the injury results in death or serious disablement. It was urged that this section be deleted from the Act, but the Commissioner recommended that it be retained. It can work no injustice on the workman, he suggested, since the Board is able to decide fairly in a given case whether an injury was caused solely by a worker's serious and wilful misconduct. To delete

Major Recommendations of Report on Ontario Workmen's Compensation Act

1. That the "waiting period" should be reduced from seven to four days.
2. That maximum annual earnings which may be taken into account in computing compensation should be raised from $3,000 to $4,000.
3. That compensation for burial expenses should be increased.
4. That additional sums necessary to make increases in compensation payable for past fatal accidents should be paid by the Government and not levied on employers.
5. That lung cancer should be an industrial disease and that silicosis and pneumoconiosis should be compensable when contracted in any process in which there is inhalation of silica dust.
6. That accident prevention work should be placed under the jurisdiction of the Workmen's Compensation Board and that the Board should be empowered to make and enforce safety regulations.
7. That an accident prevention committee should be set up in every plant with 20 or more workmen.

it would unjustly impose on industry or the public the burden of paying compensation for anything less than a serious disablement which was brought about solely by the worker's misconduct.

Terming this provision, which has been in the Act since its enactment, social legislation, His Lordship expressed his opinion that a worker whose misconduct caused his injuries did not merit any compensation regardless of the extent of his injuries and that the only reason for allowing compensation in the event of death or serious disablement was that otherwise his dependants might become public charges.

Compensation in Non-fatal Cases

Maximum Earnings

The major recommendation under this heading is that the maximum annual earnings on which compensation is computed should be increased from $3,000 to $4,000. This change, the Commissioner noted, would bring Ontario substantially ahead of other provinces. In Saskatchewan, in computing compensation, any earnings in excess of $3,000, and in other provinces any earnings over $2,500 a year, are disregarded.

The Commissioner felt that this amendment should be made if Ontario was to adhere to the general scheme and purpose of the Act. In drafting the original Bill, Chief Justice Meredith fixed the maximum amount by reference to which compensation should be computed as $2,000, stating that this amount was "probably the maximum amount earned in a year by the highest paid wage-earner". The limitation was increased in 1943 to $2,500 and as of January 1, 1950, to $3,000. On the evidence presented, it appeared that $3,000 does not today represent the yearly earnings of the highest paid workmen, e.g. in the running trades and in mines where workmen may make as much as $4,000 a year.

Percentage Rate

A workman who is totally disabled is entitled to receive 75 per cent of his average earnings (disregarding any excess above $3,000 a year) e.g., where he earns on an average $40 a week, he would receive $30 compensation.

In response to two submissions that (1) the 75 per cent rate of compensation in non-fatal cases is too high, and (2) that it should be increased to 100 per cent, the Commissioner figuratively placed on the scales the employer's debt to the workman and, on the worker's side, the benefits given to him and also his contribution to the Act. "If the scales are then in balance, the debt is paid. If they are not, there is something wrong with the Act." In the employer's pan of the scales his debt to the workman must cover medical expenses made necessary by the injury, loss of present and prospective earnings, and pain and suffering. In the worker's pan of the scales must be placed full medical aid, 75 per cent of the worker's average earnings (with fixed minimum payments), the full cost of rehabilitation and the workman's contribution to the scheme of the Act. This contribution includes the following: he forgoes compensation for the waiting period where the disability is of less than seven days' duration; he bears 25 per cent of lost earnings; and he forgoes compensation for pain and suffering.

After enumerating these factors, Mr. Justice Roach concluded, "I am not satisfied that they are so far out of balance as to require such adjustment." Consequently, he did not favour any change.

The Commissioner did not agree that the percentage should be applied to the net earnings of the worker rather than to his gross earnings.

He discussed the change which had taken place in public thinking in so far as the lot of the workman is concerned and noted that Ontario legislation had kept pace with public opinion. The compensation rate originally provided for in the Act was 55 per cent. This was increased to 66⅔ in 1920, and to 75 per cent on January 1, 1950. Benefits in Ontario did not suffer by comparison with other provinces, Saskatchewan being the only other province which had established a 75 per cent rate for disability.

Average Earnings

The Commissioner was unable to recommend any change in the sections indicating the manner of arriving at the workman's "average earnings" since the Board is given very wide discretion in this regard. The Report quotes a directive of the Board laying down the rule for determining compensation in cases of temporary total and temporary partial disability.

> The earnings used as the wage basis of compensation shall be the average actual earnings for the four weeks or shorter period of employment immediately preceding the accident (omitting any badly broken week) or, if warranted, the nominal weekly wage, provided that where equitable regard may be had to the earnings for the twelve months or shorter period of employment prior to the accident.

Permanent Partial Disability

Representatives of the railways protested against the fact that some employees

were compensated for a permanent partial disability on the grounds that they would thereafter suffer a loss of earnings and were later restored to former positions with no loss of earnings. The Report describes the policy and experience of the Board in measuring the extent of permanent partial disability, an always difficult problem, and finds the provisions of the Act adequate and the manner in which the Board applies them fair and reasonable.

The Commissioner did not accept the suggestion of certain labour representatives that an injured workman should be treated as a total disability case until fully recovered, instead of, as at present, being compensated for only partial disability as he becomes able to do light work. In his opinion, Sections 38 and 39 which set out the compensation to be paid for temporary total (i.e. 75 per cent of earnings) and temporary partial disability (i.e. 75 per cent of difference in earnings before and after the accident) should not be changed.

Compensation in Fatal Cases

Apart from a recommended increase from $125 to $200 in the allowance for burial expenses, and from $125 to $175 in extra expenses allowed when the body has to be taken a considerable distance, the Report does not suggest any change with respect to the payments granted in fatal cases. Benefits under the Act are as liberal and in some instances more liberal than those provided under the Acts of the other provinces.

In discussing minimum amounts of compensation, the Commissioner stated that in the original Act no minima were fixed for either disability or death by accident. These minimum amounts were inserted in the Act in 1920 and increased in 1947 on the theory that they were necessary to provide injured workmen and their dependants in the lower wage brackets with subsistence. Since the minimum for a temporarily disabled workman is $15 a week *or* his earnings, if less than $15, a workman earning $40 a week would receive $30 compensation, whereas one whose earnings were $15 would be granted $15 compensation. In the Commissioner's view, the original purpose of the Act was that all workmen, in whatever wage bracket, should be treated alike and their compensation measured by the same standard, i.e. the same percentage of earnings. He remarked, however, that to recommend the deletion of those sections of the Act would be cruel. In this respect the Act has become social legislation and not compensatory.

Increased Compensation in Respect of Past Accidents

Mr. Justice Roach pointed out that when from time to time the Legislature provided for increases in compensation in death cases, as it did in 1920 and again in 1948, at the same time making the increases applicable to *past* accidents, it departed from the original scheme of the Act. There were only two sources from which the money could come, he commented, the employers or the Consolidated Revenue Fund of the Province. The Legislature put that burden on the employers by enacting what is now Section 33:—

> The additional moneys necessary to provide for increases of compensation in respect to accidents previously happening may be levied and collected by the Board from the employers either now, previously or hereafter carrying on industries under Part I . . .

In the Commissioner's view, it was error to provide that the additional moneys necessary should be levied upon the employers.

> The main reason advanced for increasing pensions which have been awarded in respect of past accidents is that due to changed economic conditions they are found to be inadequate. If the workman or his dependants are thus adversely affected by changed economic conditions and require assistance, the burden of providing such assistance should be borne by society as a whole and not by one group of society, in this case, industry. Industry discharged its debt by the standard which the law prescribed when the accident happened and the amount which was then paid was considered adequate. It is the lessening of the purchase value of our currency and the currency and the consequent increase in the cost of living that later made it inadequate. That is a condition of general application.

The Report, therefore, recommends the deletion of Section 33 and the insertion of a provision, as a result of which the additional sums necessary to provide increases of compensation in respect of past accidents should be paid to the Board out of the Consolidated Revenue Fund.

The Commissioner conceded that there was merit in the argument of workmen on disability pension that if circumstances warranted making increases in respect of fatal accidents applicable to past accidents, the same circumstances justify making increases in non-fatal cases applicable to past accidents. Such legislation, if enacted, would be purely social legislation, and should not be woven into the general framework of Part I of the Act.

The Commissioner recalled that Sir William Meredith had recommended that

the Government should make a substantial contribution annually towards the cost of administering the Act. His arguments were that the Act would relieve the community from the burden of maintaining injured workmen and their dependants, and by getting rid of litigation would greatly lessen the cost of the administration of justice. Section 78 provides for such an annual contribution, but no contribution has been made to the Board by the Government since 1922.

Payment of Claims

With respect to complaints that an injured workman frequently had to wait an unreasonable length of time before receiving his first compensation payment, the Commissioner was unable to suggest any improvement in the procedure prescribed by the Act. Delays were often due to failure of the employer, workman or doctor to report accidents properly, and he suggested that unions might do much in informing their members with respect to the operation of the Act and particularly by giving to each a copy of the Board's circular "Information for Workmen". Mr. Justice Roach did not see any necessity for the appointment of "Pension Advocates", which some municipal corporations in the mining area had suggested, since one of the main purposes of the Act is to obviate the need for any intervention between the Board and the workman.

Injuries Aggravated by a Pre-Existing Physical Condition

The Report recommends that a workman who is injured by accident and whose injuries are aggravated by a pre-existing physical condition should be awarded full compensation, except where the pre-existing condition in due to an injury for which the workman is then receiving compensation or was at some earlier date receiving compensation which has been commuted. In such cases, the Board now awards only 50 per cent compensation.

The Commissioner used as an illustration the case of a workman suffering from diabetes who suffered an injury due to a weight falling on his toe. The injury aggravated by the diabetes made necessary the amputation of his foot. The Act provides, however, that compensation shall be awarded for injury *caused by* accident, and in the case cited the injurious result was not caused by the previous diabetic condition but by the accident. The Commissioner felt that all workmen are entitled to the full protection of the Act without any discrimination based on their physical condition.

Continuing Injury Versus Second Injury

The question arose as to whether a workman who was temporarily totally disabled by a back sprain incurred in 1942 from lifting and who suffered a similar disability from the same cause in 1949 suffered one accident or two.

As a corrective measure for the future, Mr. Justice Roach recommended that the Board should by regulation require a workman who was off work with a compensable injury to obtain a medical certificate certifying that his disability has been sufficiently cured as to enable him to return to work. If this practice were followed, the problem whether or not a later disability may have been caused by an earlier accident should not arise.

Industrial Diseases

The Commissioner questioned the power of the Board to add any disease to the schedule of diseases (Schedule 3) unless an amendment empowering it to do so was made to the Act. [Such an amendment was made at the 1950 session of the Legislature.]

Dealing with specific diseases on which representations were made, the Commissioner recommended that lung cancer should be compensable where the workman is subjected to the inhalation of concentrated gases from coal, tar or pitch. Skin cancer among workers employed in the handling or use of tar, pitch, bitumen, mineral oil or paraffin is already in the Schedule.

Mr. Justice Roach included in the Report statistical information compiled by Dr. William Boyd, an outstanding pathologist and authority on cancer, with respect to workers at the plant of the Consumers' Gas Company in Toronto where workers are exposed to coal tar gas. Dr. Boyd observed

> (1) that the incidence of lung cancer among them is six times greater than among the male population of Ontario of the same age;
>
> (2) that among them lung cancer occurred at an earlier age than in the general population;
>
> (3) that the incidence of gastro-intestinal cancer among those workers was 27·2 per cent, and of lung cancer 45·4 per cent; and
>
> (4) that tar removed from the pipes on which the men work produced skin cancer when applied to mice.

Arthritis, the Commissioner decided, should be considered on the evidence in each case and should not be included in Schedule 3.

It was recommended that compensation should be payable for hernia only if it is

clinical hernia of disabling character and of recent primary demonstrability, if its onset is shown to have been immediately preceded by accident, if the workman immediately reported his condition to his employer or ceased work and reported within 72 hours, and where an operation, if deemed surgically advisable, is performed within two weeks of the occurrence. The Board should be given discretion to pay compensation where there is excusable failure on the part of the workman to comply, but no compensation should be payable for longer than seven days before an operation for uncomplicated hernia or for more than 42 days afterwards.

The Commissioner advised against including in the Schedule rheumatism suffered by miners and heart disease in firefighters. These were diseases which might overtake individuals in any employment.

Silicosis

The Report discusses silicosis at some length. Medical testimony on the disease included the following:—

> Basically silicosis is a disease caused by the inhalation of silicon dust and occurs in persons who have had adequate exposure, that is who have breathed that dust for a sufficient length of time. When free silica reaches the lung tissue a fibrous condition develops. . . .
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> * * *
>
> The industries in which the workers are subject to the disease . . . include mining, sand blasting, porcelain making, rock grinding, stone cutting, moulding and the grinding of materials which are grimy with sand.
>
> The length of exposure sufficient to cause the disease in its compensable form varies in the different industries and varies also in the individuals. Taking the average worker in the various industries it would appear that miners and quarry workers may develop it in 13 to 20 years; porcelain workers in certain operations in 14 to 20 years; granite cutters in 27 to 29 years; moulders in 28 to 30 years.
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> * * *
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> The disease occurs in two forms. One is termed simple silicosis. . . . The other is termed complicated silicosis, that is the physical state in which the fibrotic condition is complicated with infection, namely, tuberculosis of the lung.
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> * * *
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> Simple silicosis renders the lung less resistant to tuberculosis. Since tuberculosis is caused by infection it is imperative that a workman suffering from simple silicosis should not be subjected to the danger of such infection. Not only is the silicotic susceptible to tuberculosis but the tuberculant is susceptible to silicosis. Therefore, a person who has tuberculosis or has had it but been cured should never be exposed to the inhalation of silica dust. It is estimated that between sixty and seventy per cent of silicotics die from tuberculosis. The complicated form is called in medical parlance tuberculosilicosis and is difficult to cure. It is not amenable to the treatment prescribed for simple tuberculosis.

Looking at the disease from the standpoint of compensability, the Commissioner stated that a workman who has simple silicosis may suffer no disability or a disability ranging from small partial disability to total disability. The worker who develops complicated silicosis suffers total disability and cannot do any work.

The usual procedure is that a workman learns that he has or appears to have silicosis on examination by his own or a plant physician or on an examination as required by the Mining Act. The disease is diagnosed by an X-ray of the chest and lungs, supplemented by a general physical examination and by the history of exposure. A claim for compensation is filed and if it is established that the workman has had a sufficient length of exposure within Ontario (the statutory period is two years), his claim is passed to the Referee Board. The Referee Board is comprised of three doctors who reside in Toronto but who periodically visit the mining areas. If in the combined opinion of the Referee Board, after a most thorough examination, a worker has complicated silicosis he is regarded as totally disabled and begins receiving total disability payments. It is much more difficult to assess the degree of disability in cases of simple silicosis. The disease is not compensable unless there is "a fibrotic condition of the lungs sufficient to produce a lessened capacity for work". A worker with partial disability commences receiving compensation payments but is examined by the Referee Board at intervals of a year or less to determine whether or not the disease is progressing. If the degree of disability increases, his pension is increased. He is advised to change his job and get away from further exposure. If he chooses to do so, he has the Board's rehabilitation service to assist him in learning a new type of work.

The Commissioner pointed out that there is no cure for silicosis. The elimination of all silica dust or the application of some method to prevent its inhalation would be a complete preventative. Various measures have been adopted to reduce the dust to a minimum. In the mining industry, a mechanism is used by which water is emitted at or near the point of drilling tools, and exhaust fans are used to remove the dust caused by drilling or blasting. A further preventative has been the use of aluminum powder on the theory that if the particles of silicon are coated with aluminum powder they are not liable to cause silicosis.

The Commissioner heartily supported a request that every reasonably possible mechanical device should be employed to protect workers from silica dust, but did not specify any devices. These would naturally vary with the work and the environment.

The Commissioner's recommendations under this heading were that "stone workers' or grinders' phthisis" should be struck out of Schedule 3, and that silicosis should be compensable where it occurs in mining, as formerly, and *also* in "every process where the workman is subjected to the inhalation of silica dust created by the nature of the work performed by him or others." Similarly, with respect to pneumoconiosis, the industries now specified in the Schedule, e.g., quarrying, stone cutting and crushing, etc., should be struck out and replaced by "every process where the worker is subjected to the inhalation of dust created by work performed by him or others in, upon or by the aid of stone, sand or metal or derivatives thereof."

[In the general regulations issued by the Board in July, 1950, "stone workers' or grinders' phthisis" was dropped, the Board apparently considering the disease to be the same as silicosis and pneumoconiosis.]

The Commissioner set out in his Report Section 155 of the Ontario Mining Act which requires workmen employed underground in a mine to be medically examined for silicosis at least once a year and to obtain a certificate certifying them to be free of the disease. He went on to say that although he could not, within the scope of his inquiry, make a recommendation regarding comparable legislation applicable to industries other than mining in which there is silica exposure, he felt that both industry and labour would approve such legislation.

[At the 1950 legislative session a Silicosis Act was passed. The Act, which was proclaimed in effect as of December 2, 1950, prohibits the employment of a worker in an industrial occupation (other than mining) which involves silica exposure unless he has a medical certificate.]

The Commissioner rejected a submission on behalf of mine workers that a special board including labour representation should be set up to review silicosis claims, stating that the present system is entirely adequate. Only experts on the subject can determine the presence of compensable silicosis and "it would be utter folly to give either management or labour any voice in determining the question."

He also turned down a suggestion that, in any industry where silica dust is present, heart disease or any disease of the respiratory or circulatory systems should be considered as industrial diseases. On the basis of the medical evidence received, there is no relation between silicosis and those diseases.

It was argued that workers who reached the age of 60 or 65 before silicosis disabled them should not be awarded a pension for life since in a few years' time they would normally have to retire. Mr. Justice Roach's comment was as follows:—

> . . . the worker is compensated, not on the basis of his full earnings, but only on seventy-five per cent thereof. What he thereby loses each year is offset by the fact that he receives it for the full balance of his life, and, by the same token, what industry saves by the worker not being compensated on the basis of his full earnings, is offset by the fact that industry pays it for the full balance of the worker's life. The fact that the worker is disabled by industrial disease when close to his retiring age is no different to the case where at the same age he is disabled by accident. In the latter instance he is compensated for life. So should he be in the former.

A related suggestion was to the effect that it was anomalous that a worker who normally receives a retirement pension at 65 because he is too old to work should at the same time receive compensation because he is unable to work. In the Commissioner's opinion,

> it would be a cruel philosophy by the application of which a worker who had earned a retirement pension by reason of years of service should be deprived of it by industry injuring him . . . he is entitled to both. He has purchased both; the retirement pension by years of service; the pension under the Act by being the victim of the accident or the disease.

Representatives of the stove manufacturing industry stated that there is a danger of an excessively heavy burden of assessment being placed on the industry for pensions to silicotics and their dependants. The Commissioner observed that the danger presently exists. Silicosis was not recognized as an industrial disease in the foundry industry until 1926 and by that time there was an accumulation of silicotics in the industry. Since silicosis develops more slowly in workers in the foundry industry than in mining, the burden has become heavy in recent years and will continue to be so. The average cost per silicosis claim, according to the Board, is $11,000. Pre-employment and periodical examinations, as in the mining industry, would have lightened the burden of assessment by, for instance, preventing workmen with some degree of silicosis from coming from other provinces and becoming, as the disease progressed, a burden on industry in Ontario.

When silicosis became an industrial disease in mining, the Board established a separate Silicosis Account into which assessments are paid and out of which all payments for silicosis are made. The Board's policy is to have the balance to the credit of the Silicosis Account as nearly as possible equal to the estimated outstanding liability. To offset severe losses in 1945-46 and to take care of a large increase in claims, the assessment rate was increased. The balance to the credit of the account at the end of 1948 was $2,071,931.98 against an estimated liability on claims then payable of $3,694,870.30.

Medical Aid

The Commissioner recommended only minor changes with respect to medical aid. One was that the term "medical aid" should include the aid of chiropodists registered under The Chiropody Act, 1944, and that drugless practitioners registered either under the Drugless Practitioners Act or The Chirpody Act should be required to furnish reports to the Board. An injured workman is entitled to be treated by the drugless practitioner of his choice but he is also required, if the injury is one of seven days' duration, to submit to an examination by a duly qualified doctor. A submission that this regulation should not apply where the disability was a minor one of less than 14 days' duration was rejected. The Commissioner also opposed a suggestion that adherents of the Christian Science Church should not be required to submit to medical treatment in order to receive benefits under the Act, on the grounds that a member of that church may still have resort to other means of cure "but not at financial cost to the employer or the accident fund."

The Commissioner commended the Board for having established the Malton Convalescent Centre. The patient population of the Centre varies from 350 to 400 at any given time. A large number come from places outside of Toronto, and over 90 per cent are admitted at the request of their attending physician. The whole cost of operating the Centre is charged to medical aid.

Rehabilitation

The Report states that the rehabilitation measures taken by the Board, i.e. the process of lessening or removing physical handicaps resulting from injuries, received the unstinted endorsation of both employers and workmen appearing during the inquiry.

The discussions touched on what the Commissioner described as "rehabilitation in the broadest sense", that which is provided when an employer takes an injured workman back into his employ in a capacity in which his physical disability is not a handicap.

> The psychological effect on the injured workman who is enabled to get back into his former industrial surroundings, even at a lighter job and less pay but again associating with his fellow workmen, is unquestionably most beneficial. Physicians specializing in industrial medicine are unanimous in their opinion that when the workman gets back into his former surroundings where his thoughts are concentrated on his job rather than on himself, his morale is greatly improved and is conducive to a hastened recovery.

It was stated on behalf of industry that in some cases employers were prevented by the seniority provisions of collective agreements from providing suitable work for the purpose of rehabilitation of a workman with a partial disability.

The suggestion was made, but rejected by the Commissioner, that the Act should be amended to provide that an employer may place an employee in a suitable job, having regard to the extent of his recovery, notwithstanding the provisions of a collective agreement and without affecting the seniority provisions of the employee in question. Mr. Justice Roach considered that the matter was one more properly left to collective bargaining than covered by legislation and that some modification of the suggested provision might be included among the terms of a collective agreement.

Accident Prevention

Some of the more important recommendations of the Report have to do with accident prevention. The Commissioner found the present provisions of the Act dealing with accident prevention inadequate and in need of revision.

> Since accident prevention is of common interest to both employers and workmen it would seem logical that they should both actively participate in any organized system the purpose of which is to lessen industrial accidents. As between the two groups, it seems to me that the workmen are much more vitally interested than the employers. If a workman is maimed in an industry, the employer has to pay the compensation but no monetary allowance can ever adequately compensate a workman who has to go through the balance of his life minus an eye, or a hand or some other member.

He criticized the present system in that it does not provide any means which will ensure the active participation of labour in accident prevention work.

In Mr. Justice Roach's opinion, any completely organized system of accident prevention should include committees of

employers and workmen at plant level. Such committees should be given specific duties and required to report periodically to the Board. He recommended, therefore, that the Board should issue a regulation requiring an accident prevention committee to be set up in every undertaking in which there are 20 or more workmen. This is the requirement in British Columbia. In Alberta, a committee must be established where 10 or more workmen are employed.

Secondly, the Commissioner found that the relationship between the Board and the eight industrial accident prevention associations which have been formed by employers in the Province and approved by the Board is "much too remote."

> There is no statutory obligation on any of those associations to report to anyone . . . There is no statutory obligation on them to continue to function and the extent to which they function is their own business . . . if any one of them ceased to function tomorrow there are no provisions in the Act for the carrying on of the important work of accident prevention.

The Commissioner was strongly of the opinion that "a completely organized system for accident prevention requires a code of accident prevention regulations which shall constitute the minimum and for the breach of which adequate penalties may be imposed." He recommended, therefore, that the whole subject of accident prevention in all the industries in Schedule 1 (except mining which is covered by the Mining Act) should be under the direct jurisdiction of the Board, and that sections similar to those in the British Columbia Act giving the Board wide powers should be incorporated in the Ontario Act. He further proposed that the Board might adopt any accident prevention association as its agent to carry out such administrative duties as the Board may prescribe.

Merit Rating

Under the present system, the assessment rate levied upon employers in each class is based upon the accident experience of the industries within the class. No distinction is made between the employer who has a favourable accident record and the one who has not. The Act has since 1917 permitted a system of merit rating to be adopted, if deemed proper by the Board, and until 1938 various systems were tried but none proved satisfactory.

Labour spokesmen opposed any merit-rating system, as did some representatives of industry. Others advocated the adoption of some such plan arguing that the employer who has a favourable accident record is, in effect, punished by the bad record of other employers in the same class. This group stated that they had experts studying the problem and the Board expressed its willingness to study any system which might be submitted to it.

The Commissioner, quoting the words of Mr. Justice Middleton, pointed out there were some dangers involved:—

> Great care would have to be taken in the application of any such merit-rating system because the whole principle of collective liability is based upon the doctrine of average. It is not enough that for a year, or even a short series of years, a particular factory escapes having any serious accident. The whole principle is that the fortunate must bear some portion of the burden of the unfortunate. This is illustrated in fire insurance. The rate is fixed having regard to experience, but no householder ever expects to receive fire insurance at a reduced premium simply because he has carried insurance for so many years and never had a fire.

Assessments

It was alleged by one employer that he was being assessed at too high a rate in respect of his clerical staff, having regard to rates in the same location on other employers in respect of their clerical staff. Mr. Justice Roach explained the Board's practice which he considered reasonable and practical in view of the varied conditions which may exist. This is that an industry is assessed as a unit. The various types of occupation carried on are not segregated. The assessment rate is fixed with respect to an industry as one of a class having regard to the accident experience in the class and it is applicable to all employees of the employer, whether factory employees or office employees.

Another problem discussed was that of double assessments which are payable by an employer whose chief place of business is in Ontario and whose employees are temporarily sent to work out of Ontario. In such case, the employer is assessed in both jurisdictions. In the event of an accident, the workman may elect in which jurisdiction he will claim compensation and he will naturally elect to claim compensation under the Act which contains the more generous provisions. "Thus although the employer is subjected to double assessment the injured employee or his dependants obtain only single coverage. This obviously places an unfair burden on the employer." The Report recommends that a provision (comparable to that contained in the Alberta, British Columbia, Manitoba, Newfoundland and Saskatchewan Acts) be added to the Act permitting the Board to arrange with the Board of any other province to avoid duplication of assessments in such circumstances.

Section 5 (6) which makes an employer individually liable to pay the compensation when he has not "fully contributed to the Accident Fund in respect of all the wages" of his workmen on the job out of Ontario seemed to the Commissioner to be in conflict with other provisions of the Act. This section was not in the Act as drafted by Chief Justice Meredith but was introduced in 1915. Compensation is paid out of the Accident Fund to the workmen of an employer in Schedule 1 who is in default in paying his assessments. In the same way it should be paid where an accident happens out of Ontario. It was suggested that subsection 6 was in the nature of a penalty, but the Commissioner observed that penalties for failure to pay assessments were elsewhere provided for in the Act.

Third Party Liability

Mr. Justice Roach indicated certain defects with respect to the provisions under which an injured workman or his dependants have a right of action against some person *other* than his employer. In such case, he or they may elect to claim compensation or to sue the third party for damages.

If he elects to sue, and recovers less than the amount of compensation to which he would be entitled, he must be paid the difference as compensation.

If, on the other hand, the workman claims compensation, the employer if he is individually liable to pay it, or the Board if the compensation is payable out of the Accident Fund, may sue the third party to recover the damages which the workman could have recovered if he had sued instead of claiming compensation. In the latter case, the employer or Board may sue for two items of damages, namely, the workman's pain and suffering and his full loss of earnings, and under the Act may retain both. The Commissioner considered that an employer should not be permitted to retain anything *over and above* the amount which the accident had cost him by way of compensation. It was unfair for an employer to recoup his losses in one case at the expense of the workman in another.

Secondly, a workman may, without bringing an action, settle with the third party for less than the amount he would have received as compensation. The employer or Board being liable for the difference is unjustly burdened by having to pay a portion of the third party's real liability.

To remedy these defects, the Commissioner proposed an amendment providing that no settlement may be made (except where the amount of the proposed settlement is less than $300) without the approval of a judge of the Supreme Court. If the settlement is approved, the judge shall determine what part of the total is in respect of the workman's (1) pain and suffering; (2) out-of-pocket expenses; (3) loss of earnings both present and prospective.

Further, if the workman or his dependants elect to claim compensation, the employer if individually liable or the Board may but shall not be required to bring an action against the person at fault, and any sum recovered *over and above* the compensation payable and the costs of medical aid and rehabilitation and the costs of the action should be paid over to the workman or his dependants, upon their releasing the Board from any further obligation to pay compensation. If the workman should decline to release the Board from further responsibility, the full amount recovered should form part of the Accident Fund, or where the action is brought by the employer might be retained by him.

Abolition of Schedule 2

Industries in Schedule 1 are collectively liable to pay compensation while industries in Schedule 2 are individually liable. So far as the operation of the Act is concerned, that is the only difference between them.

The Commissioner would not accept the suggestion that Schedule 2 should be abolished, stating that in the light of the experience and wishes of the employers in Schedule 2 and the contentment of the great majority of their employees it would be folly to transfer industries from Schedule 2 to Schedule 1 or to eliminate Schedule 2 entirely by transferring all industries to Schedule 1.

Quoting the 1932 Report of Mr. Justice Middleton that the workman's real complaint in the matter is based on a psychological phenomenon in that in Schedule 2 his claim is made against an individual company as contrasted with the claims that are made in Schedule 1 industries against an impersonal fund, the Commissioner remarked that the "psychological phenomenon" was not sufficient justification for interfering with a system that had worked well for 35 years.

Commutation of Periodical Payments by Employers in Schedule 2

The Act permits an employer in Schedule 2 who is individually liable to make a weekly or other periodical payment of

compensation to apply to the Board to allow his liability to be commuted by the payment of a lump sum equal to 75 per cent of the annual value of the weekly or other periodical payment. The Commissioner considered that an employer who desires to pay to the Board 100 per cent of the present value of the payments instead of 75 per cent should be allowed to do so, and suggested an amendment accordingly.

Appeals from the Board

The Commissioner rejected a suggestion that there should be a limited right of appeal to the courts from decisions of the Board, noting that after 35 years' experience labour and management were unanimous in not wishing any change in this feature of the Act.

Composition of the Board

Several submissions were made regarding the composition of the Board, e.g. that its members should be increased from three to five, but the Commissioner did not favour any change. He pointed out that Board members occupy a position in very many respects comparable to that occupied by a judge in the courts of the Province. A Board member "may have been appointed from the ranks of industry or labour but once he is appointed he owes allegiance to no group."

> The Board as presently constituted, in my opinion, is as well balanced as it is possible to have it, a member formerly associated with industry, a member formerly associated with labour, and a member of the medical profession.

Annual Reports of the Board

Several complaints were made that the annual reports of the Board since 1943 have not been sufficiently extensive. This was largely due to the fact that the Act formerly required the report to be filed by January 15 and the Board's fiscal year ends on December 31, leaving only two weeks for its preparation. The Board informed the Commissioner that it was giving consideration to these complaints.

Investments

Under the Act the Board is authorized to invest any accumulated funds in securities issued by the Province of Ontario or by the Dominion Government or in securities the payment of which is guaranteed by either of these Governments. The Report recommends against any further extension of the investment powers of the Board.

Procedure Concerning Amendments

Mr. Justice Roach included in his Report an excerpt from the brief of the Canadian Manufacturers Association urging that employers should be given an opportunity of studying and making representations with respect to any important proposed changes in the Act, and that Ontario should have periodical reviews of the Act by a judicial commissioner. In some provinces, e.g. Alberta and Saskatchewan, it is the practice to open the Act for review periodically, usually every four or five years.

(*Concluded From Page 302*)

vegetables offset seasonal declines in eggs and oranges . . . Wholesale prices of industrial materials were firmer again in February, and the composite index for 30 commodities moved up to 212·3 for the week of February 23, from 207·3 on January 26 . . . The number of new dwelling units completed in Canada (excluding Newfoundland) last year was slightly lower than in 1949, while the number of starts was larger. The carryover of dwellings in various stages of construction at the end of 1950 was therefore somewhat greater than a year earlier . . . During the first 11 months of 1950, shipments of primary steel shapes totalled, 2,582,617 tons as against 2,473,907 in the same period of 1949. . . . Canada's total domestic exports during January were substantially higher in value than a year ago, and, contraray to the usual trend, only slightly down from the high levels of the closing months of the previous year. Most of the gain over January 1950 was due to another marked rise in the value of shipments to the United States. Domestic exports to all countries in the month were valued at $285,100,000, an increase of 29 per cent over the figure for January a year ago.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS IN QUEBEC

Early in January, the Hon. Maurice Duplessis, Premier of Quebec, received delegations from the Quebec Provincial Federation of Labour (TLC), the Canadian and Catholic Confederation of Labour, and the Quebec Joint Legislative Committee of the Railway Transportation Brotherhoods. Summarized below are the briefs of the three organizations, and the reply of Mr. Duplessis.

Quebec Provincial Federation of Labour (TLC)

The Quebec Provincial Federation of Labour (TLC-AFL) submitted its annual brief to the provincial Cabinet on January 9, 1951. The delegation was headed by Mr. Marcel Francq, President of the Federation,[1] who read the brief.

The brief opened with a request by the Federation that provincial authorities be technically prepared to assume rent controls as soon as federal controls are lifted.

Dealing with labour legislation, the Federation requested that the Government, in codifying labour laws, draw its inspiration from the proposed Labour Code submitted recently by the Superior Labour Council.

The Federation congratulated the Government on the recent increase in the provincial minimum wage.

A further request concerned free schoolbooks. The Federation expressed regret that this question is left to the discretion of school boards and demanded compulsory application.

Other requests made by the Federation dealt with compulsory notice of dismissal, a shorter work week, remuneration of arbitration board members in cases involving unfair dismissal of municipal and schoolboard employees, abolition of the sales tax, old age pensions, forest protection, industrial accident prevention, compulsory automobile insurance, level railroad crossings, welders' and pipefitters' permits, fire protection, remuneration of jury members and witnesses in courts of justice, elimination of home work, racial intolerance, payment of subsidies on milk, and loss of tools on construction works.

The Federation of Labour went on record as favouring the establishment of a provincial lottery, to be administered by a committee of leading citizens selected outside of political groups, the revenues deriving therefrom to be devoted exclusively to the improvement of social services.

Labour Code

The Federation endorsed the proposed Labour Code prepared by the Superior Labour Council, and recently submitted to the Premier. The proposed Code was drawn up after extensive study within the Council, a tripartite body which brings together representatives of the main industrial and labour organizations, as well as sociologists and Government representatives who present the people's point of view. The Federation expressed the hope that the Government would consider these proposals and introduce a Labour Code at an early session.

The Federation stated it would like to see its affiliated unions, "nearly all of which have been in existence in the Province for more than 60 years" granted legal recognition by the Government.

Minimum Wages

The Federation expressed appreciation of the Government's recent decision to increase minimum wages, but did not think the 20 per cent increase sufficient, and requested the Government to consider a further increase as soon as possible, that would fully compensate for the rise in the cost of living.

The brief reiterated requests made last year concerning Ordinance No. 4. "We still believe," it stated, "that this General Ordinance, covering industry and commerce as a whole, has been of great service to the workers of the Province in the past. But because of the accelerated development and diversification of our industry and commerce, the Ordinance does not quite meet the requirements of present-day conditions."

[1] Appointed recently as labour member of the Labour Relations Board of the Province of Quebec.

The Federation favoured, in principle, eliminating industrial zones completely. It realized, however, that such a step presents certain difficulties at the present time. The Ordinance as it now stands tends to create a class of under-privileged persons in certain zones, it said. "The grouping of enterprises by industry and locality, instead of by zones, taking into consideration the nature of the industry and the competition which may exist between one locality and another, would, we believe, remedy the present situation."

Notice of Dismissal

The Federation again deplored the fact that the only way of establishing notice of dismissal is through court procedure. Such a situation threatens to burden the rolls of the Magistrate's Court and create a "bottleneck," it pointed out. The brief urged the passing of an Ordinance, through the medium of the Minimum Wage Act, along the lines of Ordinance No. 3 (paid vacations), stipulating that all employers must serve notice of dismissal based on the employee's payroll period.

Hours of Work

The brief again asked for the establishment of a shorter work week. "The tempo of industry today, the speed at which employees must work, and the close concentration demanded by precision operations, are all causes of increased fatigue, and in order to safeguard the health of workers, hours of work should be shortened." The Federation was of the opinion that the 40-hour week is now sufficiently generally established for the Minimum Wage Board to amend its Ordinances accordingly.

Municipal and School Corporation Employees

While recognizing that the autonomy of municipal and school corporations must be safeguarded, the brief expressed the view that it should be possible, without impairing the powers of such corporations, to protect their employees against suspension and unjust dismissal. The Federation suggested that the Government should set up a permanent arbitration board to rule upon such disputes, whose decisions would be final and without appeal; the tribunal to be composed of three members—a judge appointed by the Government, and two arbitrators nominated by the corporations and the unions concerned, respectively.

Rent Controls

"If federal controls are abolished and are not replaced by any other control, the result on workers' family budgets will be disastrous," the brief declared. Abolition of all control would bring urgent demands from the workers for wage increases, it warned.

The Federation requested the Provincial Cabinet to give the problem "all the attention it deserves and, in view of the untenable conditions in which the workers would find themselves, to take such action as might be necessary, and thus avoid the bitter results of social unrest."

Housing Co-operatives

The Federation declared that the housing problem would only be solved in the Province when the provincial Government agrees to grant substantial loans to responsible organizations, such as housing co-operatives, that would enable them to build at a faster rate than at present. It suggested that the Government give special consideration to housing co-operatives, and that for units costing not more than $800 per unit the Government should grant a loan, similar to the farm loan, covering the total cost of construction, less labour.

The brief also recommended that labour representatives be appointed to the Housing Investigation Commission.

Education

The Federation expressed regret that the Government had decided to leave the question of granting free school-books to the discretion of the school-boards. A great number of corporations, the brief remarked, have decided to continue availing themselves of this right. On the other hand, it stated, some corporations have done away with this practice, thereby placing the children attending their schools at a disadvantage. The Federation urged the Government to again make compulsory the granting of free school-books, and to increase the number and amount of scholarships for children of working families.

Abolition of Sales Tax

The Federation requested abolition of the two per cent provincial sales tax. This, it pointed out, would benefit not only all taxpayers in the Province, but would also afford relief to people living in urban centres who are more heavily burdened by municipal taxes. The brief further suggested that the five per cent tax on patent medicines be abolished.

Old Age Pensions

The Federation urged the Provincial Government, in its negotiations with the Federal Government, to do its utmost to ensure that "our older persons be provided pensions to such amount as will make allowance for the considerable rise in the cost of living, and at an age which more closely coincides with that at which it becomes impossible for a worker to find employment."

Workmen's Compensation Act

Among other suggested amendments to this Act, the Federation of Labour advocated, as an ultimate objective, a uniform compensation rate equal to 100 per cent of the injured worker's earnings, by interprovincial agreement. It recommended that in the meantime the Quebec Government increase, as early as possible, the rate of compensation to 75 per cent of the injured workman's earnings. It also requested that the application of the Act be extended to all trades and services, to all industrial diseases and accidents due to the nature of the work, and that compensation be paid from the date of accident or disability without any waiting period.

Prevention of Accidents

The brief again urged that inspectors of the Industrial and Commercial Establishments Inspection Service be brought under the jurisdiction of the Workmen's Compensation Board, and that they be required to take an intensive course on industrial safety and hygiene.

Automobile Insurance

It was the opinion of the Federation that automobile licences should be granted only to those persons who can prove that they hold automobile insurance policies.

The brief proposed that the driving licence of a person arrested for driving while under the influence of liquor be suspended for one year for a first offence, five years for a second offence, and life suspension for a third offence.

The Federation also urged the Provincial Government to amend the Motor Vehicles Act to make illegal the driving of a vehicle by the same operator for more than 10 consecutive hours in 24.

Canadian and Catholic Confederation of Labour

On January 10, 1951, the Canadian and Catholic Confederation of Labour submitted its annual brief to the Quebec Provincial Government. The delegation was headed by Mr. Gérard Picard, General President, and included the principal Vice-Presidents of the Confederation and the Secretary-General, Mr. Jean Marchand, who read the brief. The Hon. Antonio Barrette, Minister of Labour, introduced the delegation to the Premier, the Hon. Maurice Duplessis, and members of the Provincial Cabinet.

The brief first reviewed some of the outstanding events of 1950, such as the publication of the joint letter of the Bishops of Quebec on the labour problem, the Federal-Provincial conference on constitutional questions, the decision of the Federal Government to withdraw from the field of rent control, and the submission to the Premier of the Province, by the Superior Labour Council, of a series of recommendations on labour legislation.

Taxation Reforms

With regard to taxation reforms, the CCCL felt that federal and provincial powers should be more specifically defined, and that methods of collection should be simplified.

"The best safeguard of provincial autonomy," the brief stated, "is contained principally in the constitutional guarantees with regard to the French language, the Catholic religion, and education. Any taxation plan must meet these basic requirements." The CCCL again declared "that the greatest error which could be made would be to allow the century-old rights of the French-speaking Canadians and their social and economic welfare to come into conflict."

Old Age Pensions

The brief was devoted mainly to the question of old age pensions, and contained an explanation of the three-way pension plan adopted at the last CCCL annual convention held at Sherbrooke in September (L.G., Nov., 1950, p. 1820).

The CCCL again suggested that consultative councils be set up to supervise the application of the Act, and to ensure the payment of pensions to all persons entitled to them.

The brief referred to the Marsh social security plan, and to the belief of its author that as regards eligibility, "the means test, even should it become more liberal, would still hold the stigma of public charity, penalize economy, and encourage fraud."

Rent Control

The brief requested the Government to take over rent control at once, in the interest of the small wage-earners and their families. Because of the announcement made the previous day by the Hon. Maurice Duplessis to the Quebec Provincial Federation, that he would introduce a rental control Bill at the reopening of the session, this question was not discussed.

Labour Code

The brief pointed out that the Superior Labour Council had last year prepared a series of recommendations concerning labour legislation in the Province of Quebec, and requested that a special committee of the Legislative Assembly be established to study any legislation proposed, and to hear representations from all interested parties. "In any case," the brief stated, "the recommended code should not be amended without consulting the Council."

Professional Corporations

The brief made reference to the creation, under special laws, in the course of the year, of a number of new "professional organizations," which, "in the name of public interest," are granted almost absolute control over the practice of their particular trade or profession. The CCCL called the attention of the Government to certain privileges which are obtainable by these organizations, stating that they constitute an encroachment on the field of collective bargaining, and that "these corporations have not as their object the establishing of well-ordered relations between employers and employees."

The Confederation voiced its objection to the recognition of these corporations, or their branches, by the Labour Relations Board, and to their determining the conditions of work of their members. Objection was also taken to the fact that such corporations are permitted by law to fix fees to their clients and to enter into price agreements.

SUPPLEMENTARY BRIEF

Apart from the questions of general interest dealt with in the main brief, the CCCL submitted to the Premier and the Cabinet, various resolutions, most of which were adopted at the last annual convention.

Housing

The supplementary brief requested a "progressive and generous" policy in the matter of family homes, and close co-operation by all, to improve the lot of tenants and increase the number of small property owners.

The greatest difficulty, the brief noted, arises from the fact that low-income workers do not have the required initial payment for the purchase of a lot, or for carrying out the work to the point where they will be entitled to the benefits provided under existing legislation.

The brief mentioned that the annual meeting had approved the proposals of the Federation of Housing Co-operatives of the Province of Quebec (L.G., April, 1950, p. 467), suggesting that a contribution be made from public funds as follows: 25 per cent from the municipalities, 37½ per cent from the Provincial Government, and 37½ per cent from the Federal Government.

The CCCL suggested that an agency be appointed by the Provincial Government, with sufficient funds, to discount mortgages held by French-Canadian financial institutions, whenever the need arises, so that credit unions (caisses populaires) and other loan institutions might be able to provide the necessary financial assistance to future property owners. The ideal method, however, the brief pointed out, would be for the Government itself to grant loans to individuals and to housing co-operatives, through an appropriate agency.

Professional Syndicates Act

The CCCL proposed that the incorporation of workers' syndicates under the Professional Syndicates Act be made compulsory, in order that they may benefit by existing legislation and enjoy the privilege of representation on public bodies. The Federation also recommended that the Professional Syndicates Act be amended to facilitate the incorporation of all workers' professional syndicates; that the number of persons necessary for the incorporation of a professional syndicate be reduced from twenty to fifteen; that all professional syndicates duly incorporated be listed in a special register at the Department of Labour; and that the administration of the Act be entrusted to the Minister of Labour.

Labour Relations and Trade Disputes Act

The Confederation proposed, among other amendments, that the Labour Relations Act be made applicable to professional workers employed exclusively by municipalities, and also to foremen who wish to bargain collectively with their employers; that no certification be granted until the organization has proved that it has no affiliation with any organization in which

the employer has a part, and that it is affiliated to a recognized labour organization; that the Labour Relations Board should not be authorized to certify any association of employers; and that any associations established by or dominated by employers or their agents be prohibited.

The brief suggested that the date of application of arbitration decisions should be determined by law, as follows: from the normal expiry date of the former collective agreement, if such an agreement existed, or, where no previous agreement existed, from the expiry date of the notice required by law for the opening of negotiations.

The Confederation also requested that in the case where an employer, after the signing of a collective agreement, consigns the work to sub-contractors, he should be held responsible for seeing that the rates of wages and conditions of work specified in the collective agreement are adhered to, in the same way as in the case of an order made under the Collective Agreement Act.

The brief further urged amendment of the Act empowering the Labour Relations Board to take action in cases of violation of the Labour Relations Act, or the Disputes Between Public Services and Their Employees Act, and that when a strike has been legally called, all the workers in the collective bargaining unit should be compelled to participate in it.

Collective Agreement Act

The CCCL requested that the Collective Agreement Act should apply to all public bodies; that the Minister of Labour should not amend an Order, or a request for an Order, without first consulting the interested parties; and that the Minister restore in the Collective Agreement Act those clauses which have been taken out, especially in districts where apprenticeship centres are in operation.

The brief urged, among other suggested amendments to the Act, that in the case of an order relating to the construction industry, collective bargaining should be made compulsory, and that the contracting parties should have the right to conciliation and arbitration, in the consideration of amendments to the Order, independent of union recognition; also that strikes and lockouts may be resorted to after fourteen days following the arbitrator's decision.

The Confederation requested that the Cities and Towns Act, the Municipal Code, the Public Education Act, and the Parish Councils Act, be amended so as to indicate clearly that corporations existing by virtue of these Acts have power to sign collective agreements with trade unions, and that they may be brought under the Collective Labour Agreements Extension Act by decree, if they are not signatories to the agreement.

The brief recommended that the retroactive effect of collective agreements be made binding from the normal date of renewal; that higher fines be imposed for employers who contravene the law by employing too many apprentices in proportion to the number of journeymen; and that the Department of Labour carry out a suitable propaganda campaign to inform the public as to the distinctions to be drawn between syndicates and parity committees.

The right to strike

The CCCL requested that injunctions against an association of workers who call a strike upon termination of proceedings and time limits provided by the present Act be prohibited; and that during the entire duration of the strike the establishment concerned be required to close its doors, if all the workers, within the meaning of the Act, are represented by the association or associations declaring the strike; and in cases where only a group of employees of an establishment are on strike, that the establishment concerned be prohibited from pursuing any of the activities generally practised by the workers involved (L.G., Nov., 1950, p. 1831).

The Confederation also requested that all picketing be prohibited for the duration of the strike, and that an employer be restrained from retaliating against the strikers when they return to work.

The brief suggested that as a last resort, the Government might take over temporarily the establishment or establishments in which the strike occurs, the Government assuming all the responsibilities of management in negotiating with the workers' organization a collective agreement, which would bind the employer in the same way as if he himself had negotiated and brought about such an agreement.

Minimum Wages

The CCCL requested an amendment to the Minimum Wage Act to provide for a wage bonus for night workers; and that the minimum wage throughout the Province be established at seventy-five cents per hour, with other rates established by orders of the Minimum Wage Board increased proportionately.

The Confederation also requested that a 35-hour work week be established under the Minimum Wage Act for women and girls.

and a 40-hour week for male workers, and that workers affected by the reduced work week should receive wage increases so that their income will in no way be diminished.

Workmen's Compensation Act

In regard to Workmen's Compensation, the brief urged that the Commission be responsible for the re-establishment of injured workmen and victims of industrial diseases, and that workers suffering from dermatoses, silicosis, asbestosis, and similar industrial diseases, who are placed in other occupations, should receive compensation when the wage paid in the new occupation is less than they would receive if able to follow their regular occupation. The Confederation also asked that decisions of the Commission should not be regarded as final, but that claimants should have the right to appeal, without cost, to the Superior Labour Council. In addition, the Confederation requested that all employers, including hospitals, religious institutions, and school-boards, be brought under the scope of the Workmen's Compensation Act.

The brief urged the establishment by the government of medical clinics in mining and industrial centres, and the appointment of a permanent Commission physician to each clinic, so that all workmen might receive free examinations periodically. The Confederation further proposed that the entire population of a given community be given the privilege of having an examination when a mobile clinic visits the community, independent from examinations that may be given in an industrial plant.

It was also requested that the Government should add to existing health units an industrial clinic, under the jurisdiction of the Department of Labour, and appoint on it, on the request of each central council, a physician having no connections with any company.

The CCCL recommended that special grants be made to the medical faculties of our universities, to enable them to undertake scientific research on asbestosis, to give to the medical world precise information on this disease, on the possibility of correct diagnosis, and on the method of treatment.

Schools of Apprenticeship

The brief urged that the Government take the necessary steps to establish apprenticeship schools in average-sized towns, and to provide the necessary equipment in such schools so that practical training on a wider scale may be given in the plumbing and pipefitting trades. In this connection, it suggested that the Aid to Youth Act be made applicable to the apprenticeship centres.

Public Education

The CCCL was of the opinion that education should be made compulsory up to the age of 16, and favoured free textbooks. It expressed a desire for secondary and university education to be made more readily available to the less fortunate classes of society.

Needy Mothers and Wives, and the Blind

The brief urged that allowances for mothers and the blind be increased by $10 a month at least, and suggested that the Mothers' Allowances Act be extended to cover needy mothers and wives who are not entitled to old age pensions. At the present time, the brief states, needy wives without children, and needy mothers without dependents, have no benefits under the Act.

Immigration

In the field of immigration, the CCCL asked that the Quebec Provincial Government make annual grants to private organizations concerned with securing immigrants sympathetic to French-Canadian aims.

Company Towns

The CCCL expressed the view that the establishment of "company towns" should be strictly forbidden. "This system is anti-democratic," the brief stated.

Other recommendations put forward included: abolition of the 4 per cent provincial-municipal tax on all articles; compulsory automobile insurance; continuation by the Government of the development of water power in the Province; tightening of supervision over lumbering wastage and indiscriminate depletion of our forests; elimination of level crossings; and prohibition of the sale of immoral publications.

The CCCL again declared itself in favour of the establishment of a provincial lottery.

Railway Transportation Brotherhoods

The Quebec Joint Legislative Committee of the Railway Transportation Brotherhoods submitted its annual brief to the Premier, the Hon. Maurice Duplessis, and members of his Cabinet on January 10, 1951. The delegation included Mr. J. P. St-Pierre, Chairman, representing the Brotherhood of Locomotive Firemen and Enginemen; Mr. A. Vincent, Vice-Chairman, representing the Brotherhood of Locomotive Engineers; Mr. W. A. Allan, representing the Brotherhood of Maintenance-of-Way Employees; and Mr. E. Messier, representing the Order of Railway Telegraphers of America.

Education and Immigration

Following a statement on the "keen interest" taken by the railway workers in the home and community life of their fellow citizens, and in improving the educational opportunities of the younger citizens, the Committee recommended that the two official languages, French and English, be taught in all of the elementary school grades, not later than the third grade; that the costs of elementary education of immigrants, old and young, should not be borne entirely by the Province, but that the Federal Government should bear its share; and that the question of uniformity of all school text-books should be studied, with a view to reducing the cost of elementary education.

Health Insurance

The Railway Brotherhoods requested the Provincial Government to take part in the National Health Program initiated in May, 1949, "a program which prepares the way for a National Scheme of Health Insurance," by availing itself of the grants now available to the provinces for the following purposes: health survey, tuberculosis control, mental health care, venereal disease control, aid to crippled children, professional training, public health research, control of cancer, and hospital construction.

Public Safety

The railway workers recommended new safety regulations to eliminate as much as possible road hazards and accidents The memorandum suggested, among other recommendations, that all drivers of motor vehicles be required to pass a qualifying examination; that buses, trucks, trailers and automobiles be subject to a periodical mechanical inspection; that not more than one trailer be permitted to be operated by any motor vehicle; and that distinguishing tail lights be displayed on all trailers.

Level Crossings

The Committee referred to previous representations on the subject of level crossings, and restated the special interest taken by railwaymen in the question of the abolition and protection of level crossings. To reduce hazards at level crossings of highways and railways, the railway workers recommended separating the two means of transport, either by the construction of overhead or under-pass crossings, or by re-location of the highways, and again urged that in new construction or re-location of highways, where the traffic warrants such a measure and engineering possibilities permit, all level crossings be eliminated.

The memorandum made reference to the responsibility of the Federal authorities in this field which, it pointed out, are limited to the provision of warning-signals within the limits of the railway right-of-way, and urged the Provincial Government to erect on all highways, at appropriate locations, at least 300 feet from the crossings and on each side of the right-of-way, an advance warning reflector sign.

Old Age Pensions

The Committee expressed hope that Federal-Provincial agreement would be reached, so that old age pensioners in Quebec might benefit by increased monthly allowances. It was recommended that the qualifying age be reduced to 65 years; that the monthly benefit be not less than $50; that the means test be abolished, with the proviso that all persons whose income exceeds $3,000 be subjected, in as much as the surplus is concerned, to the provisions of the Federal Income Tax Act. Such a policy, it was observed, would follow the same principles as now apply under the Family Allowances Act.

Workmen's Compensation

The memorandum acknowledged that the decisions of the Commission are "absolutely fair within the limitations of the Act," but suggested certain amendments to ensure application of the Act to workers learning a trade who are not considered as apprentices; also that an injured workman

should not be required to wait longer than three days to qualify for compensation; that the reporting of accidents should not be unduly delayed; and that the scale of compensation should be raised to 75 per cent of the wages.

The Railway Brotherhoods asked that the Act be amended to allow the Commission to prepare a rating schedule of earning capacity impairment for specified injuries or mutilation, to be used as a guide in determining compensation payable in permanent disability cases.

In regard to temporary partial disability, the memorandum asked that the compensation provided be continued as long as the disability lasts, and as long as the workman is unable to resume his former occupation, or until he has been placed in equally remunerative employment.

The railway workers also asked that the ceiling on wage earnings employed in the computation of compensation benefits be increased to $3,000.

Oleomargarine

The Committee expressed the view that, subject to proper supervision, inspection and distinctive marking, to safeguard quality and prevent fraud, this product should not be denied to Canadians.

The memorandum invited the Premier and members of the Provincial Cabinet to name representatives of the Railway Transportation Brotherhoods as members of the agencies concerned with the study and the application of measures of interest to labour, and offered fullest co-operation in the study of those problems with which they as railway workers are familiar.

Reply of the Hon. Maurice Duplessis to the Three Briefs

Rent Control

In reply to the recommendations concerning rent control, the Quebec Provincial Premier told the three delegations that his Government would present a Bill to the Legislature at the opening of the session, to set up rent control in the Province.

(Bill No. 22, providing for the control of rents by the Province, was in fact introduced in the Legislature at the end of January. Under its provisions, the Quebec Government will assume control of rents as soon as the Federal Government withdraws from the field at the end of April. The Bill specifies that there shall be no change in rents now being paid, and that present leases shall remain in force until August 1 next. After that date, landlords and tenants may come to an amicable understanding or refer their grievances to a rentals board. The legislation will come into effect on a date to be proclaimed by the Lieutenant-Governor in Council, and will end on May 1, 1953.)

Labour Code

The Premier assured the CCCL delegates that his Government had never suggested a code, but only a plan, which did not commit it in any way, and that it did not intend to use force, but to pass "the best laws which will do justice to all classes of society".

The Workers' Right to Join a Union

Where there is a conflict between employers and workers, "the Government will always give the benefit of the doubt to the union," the Hon. M. Duplessis told the CCCL delegation. He added that the workers have the right to join the union of their choice, and warned employers that his Government is "completely opposed to any under-handed methods employers may take to cause prejudice to employee groups."

The Closed Shop

The Premier stated that he was against the closed shop "because it is contrary to freedom." The union should be "voluntary and not forced," he said.

Referring to the allegation contained in the CCCL brief, that certain employers' and professional corporations practically control certain trades and professions, the Premier stated that he had refused requests from four employer groups representing trades, who sought incorporation. He added that they submitted "good reasons for their groups, one being to improve the standards in their profession. However, anything that tends to limit individual liberty is dangerous."

Old Age Pensions

Speaking on old age pensions, the Premier agreed that improvements could be made, and that the Government is now studying various plans—in particular, the plan put forward by the Federal Government at the Federal-Provincial Conference in Ottawa.

Mr. Duplessis said his Government had declared previously that it is ready to pay its share of 50 per cent of old age pensions.

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commencing at age 65, and added that all aspects of this question, such as religion, tradition, etc., should be taken into consideration. He cautioned against the danger of eliminating from active life people still capable of rendering signal service.

Immigration and Education

In reply to the suggestion contained in the Railway Brotherhoods' brief, that the Provinces should not be required to bear the entire cost of educating new citizens brought in under the Federal Government's immigration policy, the Premier asked the delegates to make it clear "elsewhere" that if immigrants are brought over in large numbers, the Provinces must be assured of sufficient revenue to enable them to take charge of their education. Ottawa is responsible for immigration, he pointed out, "but I am absolutely against intervention by Ottawa in the field of education." Mr. Duplessis again voiced his opposition to the uniformity of text-books.

Mothers' Allowances

In reply to a recommendation from the Railwaymen, Mr. Duplessis said that he was prepared to increase the pension payable to needy mothers. He remarked, however, that if all the improvements requested are to be carried out, a more equitable distribution of sources of revenue between Ottawa and the provinces is essential.

Industrial Accidents

With regard to the suggested amendments to the Workmen's Compensation Act, the Premier described the many improvements made by his Government to make the Act more generous in its application. At the same time, he pointed out that the purpose of the Act is to provide compensation, and that it is the employer who pays, whether he is responsible or not.

The Hon. Maurice Duplessis reaffirmed his opposition to the manufacture and sale of oleomargarine in the Province.

BRITAIN'S YOUTH EMPLOYMENT SERVICE

Advice and guidance in helping every boy and girl leaving school to find the right job, get the right training, and make a good adjustment "in their passage from school to the world of adult independence," is the aim of Britain's newly reorganized youth employment service.

In the field of youth employment service, Britain has more than forty years of experience to draw upon, *Labour and Industry in Britain states* in a report on the Youth Employment Service in Britain. As far back as 1909, the Labour Exchanges Act made possible the establishment of what are now known as Labour Exchanges, and in a number of these Exchanges juvenile departments were set up. Even before this date, a number of local education authorities had taken the initiative in setting up juvenile employment bureaux to give advice to juveniles and parents on the selection of suitable occupations. The Act of 1910 formally empowered these authorities to carry out this work. This dual interest of educational and labour authorities has been maintained throughout the years, and is continued under the present system which has emerged from the Employment and Training Act of 1948.

Under the Act, each local education authority has the option of operating a youth employment service in its area, subject to the scheme being approved by the Ministry of Labour. Alternatively, the Service is established and run locally by the Ministry of Labour.

A large part of the Service is operated under schemes submitted by local education authorities and approved by the Ministry of Labour.

Where once the problem was to find outlets for young people in an overstocked market, it is observed, the problem today is to make the best use, both in their own and in the national interests, of the new young workers released from school and entering employment.

Organization of the Service

The Youth Employment Service is administered centrally under the Central Youth Employment Executive, composed of officers of the Ministries of Labour and Education and the Scottish Education Department. Acting in an advisory

capacity to the Minister of Labour is the National Youth Employment Council, on which are representatives of local authorities, teachers, employers, and trade unions. On the local level, Local Youth Employment Committees advise and assist in the operation of the Service in their areas.

More than 800 Youth Employment Offices are operated locally. Each office is under the control of a Youth Employment Officer, who keeps in close and continuous touch with schools and places of employment in the area, and works in co-operation with parents, teachers, and all employers concerned with the welfare of young people.

Vocational Guidance

The Service's first function is to give vocational guidance. This is based on a knowledge of the young person, and of industry, commerce and the professions.

The starting point for vocational guidance is the school leaving report, and all schools are required to furnish the Youth Employment Officer with reports on the physical qualities, intelligence, educational attainments and special aptitudes of all pupils likely to leave school on reaching the statutory school-leaving age. These reports, usually compiled by teachers, are regarded as confidential documents for the information of Youth Employment Officers, although parents or guardians have a right to see them on application. In 1948-49, 831,762 school-leaving reports were received by Youth Employment Officers.

An important preliminary feature is starting the boy or girl thinking about his choice of a career before he leaves school, by means of school talks on industries and employment, printed information, films, visits to local plants, and in other suitable ways. Arrangements have been made for the preparation of suitable career booklets and films.

This leads up to an interview when the boy or girl is about to leave school, at which a teacher and the parents are invited to be present. Great importance is attached to the interview. In 1948-49, 767,340 school leavers were given individual advice on choice of careers.

Placing in Employment

The next function of the Service is to place the boy or girl in employment. There is no compulsion; each one is free to choose, or his parents to choose for him, the job in which he will start, even though it may not be regarded by the Youth Employment Officer as suitable.

The Youth Employment Officer does his best to ensure that the boy or girl will be fitted into the "right job"; that he will be diverted from any "blind alley" occupation, or job harmful to health or character; and that, as far as possible, the occupation is one in which national interest requires an inflow of young workers, provided always that the interests of the individual should be the first consideration.

In 1948-49, over 845,000 boys and girls under 18 were placed in employment through the Service.

Continuous Review

The third function of the Service is to keep in touch with the boys and girls after they have taken up employment. This is done by a number of means, as for instance, encouraging young workers to call on the Youth Employment Officers at certain intervals to report on their progress, and also at any time for advice on any difficulty, and by stimulating employers and trade unions to see to the well-being of young workers. Those who do not settle down in their jobs are given advice and help in finding new and more suitable employment.

One successful method has been the holding of "open evenings" at the Youth Employment Offices. In the years 1948-49, over 200,000 young workers attended these open evenings, 171,000 responded in writing to invitations, and 257,000 were followed up in other ways.

Training Opportunities

Advice on careers, help in finding the right job, and the following up of the assimilation of the new worker into the selected job, are considered to be of first importance and are regarded as the primary purposes of the Youth Employment Service.

Regarded as no less important is the provision of training facilities to enable the boy or girl to become efficient in his or her chosen craft. It was brought to the attention of the Minister of Labour that, while scholarships are available to enable boys and girls to obtain higher education with a view to entering the professions, there was no corresponding provision for a gifted boy or girl to receive financial assistance in training away from home for a skilled craft or trade.

The Ministry of Labour has now devised a scheme, known as the Special Aptitudes Scheme (L.G., July, 1950, p. 1085), to help young people who want to train for a skilled occupation in which there are good prospects, but for whom there is no opportunity of such training in their home areas.

Under the Scheme, provision is made for grants for travelling expenses, maintenance, pocket money and other allowances to enable a boy or girl, in such a case, to learn a skilled trade with an employer elsewhere than in his or her home town. Parental contributions are expected when the net income of the parents is above a certain figure. Nearly 1,300 young persons had benefited under this scheme by the end of 1949.

In general, however, the Ministry of Labour looks to industry to provide for the training of its young entrants under apprenticeship schemes or other arrangements, established by agreement between the employers and trade unions in each industry concerned.

At the date of the report, over fifty sections of industry, in consultation with the Central Youth Employment Executive, had adopted arrangements providing for the recruiting and training of young workers.

HISTADRUT, ITS ORIGINS, STRUCTURE AND FUNCTIONS

Since its founding in 1920, the General Federation of Jewish Labour in Israel has held a unique place in the life of Palestine and later Israel. With its present membership comprising about forty per cent of the Jewish population, Histadrut's trade union activities are only one phase of its many functions.

Perhaps in no other country in the world does a democratic federation of labour influence its labouring and professional classes to the degree that Histadrut, the General Federation of Jewish Labour in Israel, does today.

Some evidence of the extent of Histradrut's influence on Israeli life is found in a statement of Boris Stern[1] who has remarked "that there is hardly a phase in the economic, social and cultural life of Israel in which Histadrut . . . is not important."

Strictly trade union functions, he points out, are only a part of the Federation's activities. "Through its chains of producer and consumer co-operatives in agriculture, industry, construction, transportation, trade and finance, and through its social insurance, medical and educational institutions," Boris Stern states, "it has for years occupied a specialized place in the Jewish life of Palestine. Histadrut is the largest agricultural producer and the greatest factor in both export and import trade.

"It operates the largest building and construction agency and manufactures most of its own building materials and supplies. Its banks and insurance agencies provide saving facilities for the members and loans for its agricultural, industrial and commercial enterprises. It has established a comprehensive system of social insurance, with hospitals, dispensaries, and convalescent homes available both to city dwellers and to agricultural communes. It operates schools for children and vocational and cultural training classes for adults, giving particular emphasis to classes for adult immigrants."

This complex structure, the author explains, was a logical consequence of the problems involved in the Jewish colonization of Palestine. Colonization was accomplished only through the integration of the *Chalutzim* (immigrants) as manual and skilled workers on the land and in the cities. It also necessitated the establishment of industries and trades in which these workers could be employed. Finally, because of the varied backgrounds of the immigrants, it became necessary to establish social and cultural institutions and to adopt a common language (Hebrew).

An outline of the functions and activities of Histadrut is set down in its constitution. Briefly they are:—

(*a*) to organize workers according to their trades into respective unions;

(*b*) to establish and develop enterprises in all branches of agriculture and industry in city and village; to set up credit societies and raise funds for colonization and other economic activities; to foster the organization of collectives and labour groups; to supply workers through the Labour Exchange; to contract and execute efficiently various works; to further the establishment of labour consumers' and producers' co-operatives with the object of extensive reciprocal exchange of supplies;

[1] Monthly Labour Review, August 1950, pp. 230-3.

(*c*) to persist in conducting the struggle of hired workers for improved labour conditions until the complete liberation of the working class;

(*d*) to provide for the revival of the Hebrew language; to publish newspapers and literature on professional, technical, and general subjects; to set up cultural, educational, and technical institutions;

(*e*) to care for the organization and expansion of labour immigration; to maintain contact with the *Hechalutz;* to receive immigrants and care for their employment and organization;

(*f*) to promote comradely relations with Arab workers in Palestine and foster the link between the Jewish labour movement and the International labour movements all over the world;

(*g*) to establish and develop mutual aid institutions (sick fund, life insurance, credit societies, unemployment insurance, etc.).

Such a broad field of activities can be explained, Mr. Stern states, by the fact that from its inception, the objectives, functions and structure of Histadrut have differed radically from those of the organized labour movement in the United States and in Western Europe. The federation, whose current membership comprises about 40 per cent of the Jewish population in Israel (slightly over a million), had its origin in the early agricultural settlements and drew its strength from the co-operatives and casual labour.

(Of the country's present-day co-operative agriculture, Edward A. Norman[2] has written: "Israel is fortunate . . . especially in view of its shortage of capital, in that a bold pioneering spirit is a tradition of its development, so that many have been willing to go out upon the land to produce and build with only the most meagre equipment and supplies. Over the past 40 years a system of co-operatives, or group, farming has been developed which today is understood and practised widely throughout the country. This system, when properly applied, has enabled many energetic people to settle upon the land with much less capital investment per person than if they were to have settled family by family separately, and to maintain themselves and continually to improve their standard of living with much lower average monetary incomes than would otherwise be possible. Israel now has more than 170 of these fully co-operative settlements which together include well over fifty thousand people. . . .

("For many of the immigrants co-operative existence at first has little appeal. In fact, it seems sadly reminiscent of the atmosphere of the hated reception, displaced persons or concentration camps which most of them have experienced and want to forget. . . . Co-operative farms, however, being made up of voluntary, self-selected groups, in general . . . have a notably happy atmosphere. As immigrants become familiar with the true situation they may prove more willing to follow the co-operative way of life. . . .")

Faced with the country's lack of industries and strong competition from the lower-paid Arab workers, Histadrut was obliged to find ways and means of providing employment for the increasing flow of Jewish immigrants into Palestine. In addition to establishing industries and trades the federation also found it necessary to build clinics and hospitals, and schools for adults and children, and to create insurance systems. "The combination of trade union activity with the operation of industrial and financial enterprises and social institutions makes Histadrut unique," Mr. Stern comments.

In structure, the General Federation of Jewish Workers is not a federation of unions similar to the American Federation of Labour or the Congress of Industrial Organizations. While an individual worker can become a member of the AFL or CIO only indirectly by joining a member union, the membership in Histadrut is individual and direct. Any person 18 years old or more who works for an employer, or is self-employed and has no one working for him, can become a member.

The General Convention, which on the average meets every three years, is the highest legislative and policy-making body of Histadrut. Delegates to the convention are elected by the membership from local political party slates. They are elected by secret ballot on the principle of proportional representation and participate in conventions not primarily as representatives of the trade union to which they belong, but as representatives of all the workers in the locality from which they are elected.

Between conventions, policy-making and administrative functions are the responsibility of the council of Histadrut. Each year the council elects an executive committee of 51 members, which carries out the program adopted by the conventions or council and handles day-to-day administrative affairs. In its turn, the executive committee elects an executive bureau of nine members which in 1949 was composed of members of the three leading parties, the Israel Labour Party (Mapai, the largest party in Israel), United Workers Party (Mapam, the left-wing opposition), and the Zionist Workers.

2 "Israel After Two Years" by Edward A. Norman in *Foreign Policy Reports,* May 15, 1950.

In 1945 there were only three Jewish trade unions in Palestine organized on a national scale. In 1950, the General Federation reported 15 such unions, the most important being: agricultural workers (42,200 members), clerks and officials (24,400), metal workers (12,150), construction workers (7,300), food workers (4,300), textile workers (3,350), teachers (2,900), and engineers, architects and surveyors (1,900).

Every Federation member is required to join a union if one exists in his trade or industry. The local craft or plant unions are principally concerned with working conditions in the plants or establishments in which the members are employed. By virtue of his membership in the local union, the worker automatically acquires membership in the city or community craft or industry union, which concerns itself with collective bargaining and industrial relations problems of that craft or industry.

Finding ways and means to facilitate a continuous influx of Jewish immigrants to Israel and their absorption into the economic and social life of the new State was the primary concern of the 1949 Histadrut convention, the article discloses. Pledging itself to assist the Government in implementing the national "austerity program," the Israeli Federation at the same time resolved that it would strive to raise the real value of wages through increased industrial production and lower prices. Emphasis was also placed on increased export as the main tool in achieving Israel's economic independence.

As in the past, wages were to be determined by voluntary and free collective bargaining between employers and employees. The convention declared that Histadrut would even be willing to take the initiative in promoting the introduction of labour-saving devices and other changes in methods, including piecework and special premium rates, to encourage individual workers to greater output.

To facilitate absorption of the new immigrants into the social and economic life of Israel, the convention also adopted the following policy:—

(1) The trade unions of Histadrut will remain open organizations. Demobilized soldiers and new immigrants will be admitted to Histadrut at smaller or no membership fees for a period up to six months, or until such time when they become adjusted and can assume the full financial obligations on par with the other members of Histadrut;

(2) No overtime work will be permitted unless absolutely essential to the economic or social welfare of the country;

(3) No worker will be permitted to hold more than one job;

(4) The Government of Israel will be requested to impose a special "absorption" tax on every citizen in the country. The proceeds are to be used in the settlement and housing of immigrants and in providing for their vocational and cultural needs.

Placing itself on record as strongly opposed to compulsory arbitration, Histadrut stated that it would protect the right of unions to strike when such action becomes necessary. It also pledged itself to work for labour legislation to insure the independence and legal protection of trade unions, to provide legal standing for collective bargaining agreements, to establish minimum wages, to limit working hours, and to protect women and minors under 18.

The convention called for equal wages to women for equal work, maternity leave with full pay, prohibition of child labour, abolition of night work and protection of the workers' health at his place of employment. It further declared that it would promote legislation providing a comprehensive social insurance system to protect workers against unemployment, accidents and sickness, and old age.

Of the leadership of Histadrut, Mr. Pat Conroy, secretary of the Canadian Congress of Labour, who visited Israel in 1949, has said: "The philosophy of the labour leaders in Israel stems from a profound and acute sense of responsibility for the future welfare of the people." The aim of the Histadrut leadership, he continued, "is to produce a society which will be a good example for the rest of the world to follow. It must be helped to achieve its aim, so far as we are able to provide such assistance, because the implications of the success or the failure of the Israeli experiment are very important. In an immediate sense, what happens in Israel will have a bearing on the whole Middle East. In this region, the plight of the masses of the peoples is generally miserable. The results of improving the living standards in Israel, and of developing a better way of living for the majority of the people, will flow over the borders of Israel into the other countries of the Middle East, and is bound to have a beneficial effect within a comparatively short time."[3]

Israel became the sixtieth member of the International Labour Organization and delegates of Histadrut participated in the Conferences of the ILO at Geneva in June 1949 and June 1950.

Contemporary literature on the history of Histadrut as well as its relationship to life in Palestine and Israel may be found

[3] "Israel—An Experiment in Organizing a New Society" in *The Canadian Unionist*, February, 1950.

in books such as: *Palestine, Problem And Promise,* by Robert Roy Nathan, Oscar Gass, and Daniel Creamer (1946); *Co-operative Palestine, the Story of Histadrut,* by Samuel Kurland (1947); and *Labour Enterprise in Palestine,* by Gerhard Muenzer (1947). In Israel the Histadrut daily newspaper, *Davar,* reaches many thousands of interested readers. It has the largest circulation of newspapers in the country. In United States the American Trade Union Council of the National Committee for Labour Israel publishes *Histadrut News* which aims to keep American readers up to date on Israel's unique labour federation.

ILO TEXTILES COMMITTEE STUDIES WAGE DISPARITIES AND SAFETY OF WORKERS

Measures to approve the productivity of textile workers and of the textile industry in underdeveloped countries were recommended by the ILO Textiles Committee, which met last December at Lyons, France. Preparation of a model safety code for the industry was requested.

The Textiles Committee of the International Labour Organization held its Third Session at Lyons, France, from November 28 to December 8, 1950, in the Palais de la Bourse and adopted a series of reports and resolutions concerning problems of the textile industry as they affect workers and employers in North and South America, Europe and Asia. The Committee is one of eight tripartite Industrial Committees created for the purpose of giving consideration to the particular and practical problems of the industries concerned. The Committee is responsible to the Governing Body of the ILO.

Organization of the Committee

The Third Session was attended by 141 delegates, advisers, observers, and representatives of other international organizations. Of the twenty-two countries belonging to the Textiles Committee only two failed to send representatives to the Session.

The following twenty countries were represented by tripartite delegations: Argentina, Australia, Belgium, Brazil, Canada, Denmark, Egypt, Finland, France, India, Italy, Mexico, Norway, Netherlands, Peru, Poland, Sweden, Switzerland, United Kingdom and United States. These 20 countries were represented by 108 delegates and 33 advisers, a total of 141 persons. Tripartite delegations of observers from the German Federal Republic and Japan were also present. Observers from the following international non-governmental organizations also attended the session; the International Federation of Textile Workers' Associations; the International Federation of Christian Textile Workers' Trade Unions; the International Confederation of Free Trade Unions; and the International Federation of Christian Unions of Employees, Technicians and Supervisory Staff.

The Canadian delegation was composed as follows:—

Government delegates.—F. Raoul Trépanier, Industrial Relations Officer, Federal Department of Labour, Montreal; H. C. Hudson, Chief, Special Placements Division, Unemployment Insurance Commission, Ottawa, Ont.

Employers' delegates.—H. F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto, Ont.; L. A. Lyons, Personnel Manager, the Montreal Cottons Ltd., Valleyfield, Que.

Workers' delegates.—Rene Gosselin, Secretary General of the National Catholic Textile Federation affiliated to the Canadian and Catholic Confederation of Labour, Granby, Comté de Shefford, P.Q.; L. Tessier, Director of the Greater Cornwall Textile Joint Board of the Textile Workers Union of America, Cornwall, Ont.

Mr. Henry Hauck, representative of the Government of France, presided over the session. The other representatives of the Governing Body present were: Mr. P. Waline (France) for the Employers' group, with Mr. G. Bergenstrom (Sweden) as his substitute; and Mr. A. Roberts (United Kingdom) for the Workers' group. The Committee elected two vice-chairmen: Mr.

Tata (India) for the Employers and Mr. Lovett (Peru) for the Workers. The groups elected their chairmen as follows: Government group: Mr. Ricard (Denmark); Employers' group: Mr. Tata (India); Workers' group: Mr. Robertson (United Kingdom).

Agenda

The agenda for the Third Session included the following three points:—

1. The general report, dealing with (*a*) action taken in the various countries in the light of the conclusions of the Second Session; (*b*) steps taken by the Office to follow up the studies and enquiries proposed by the Committee; and (*c*) recent events and developments in the industry.

2. Disparities in textile wages between the various countries, and the effect of these disparities on the standards of life of textile workers.

3. Safety of workers in the textile industry.

The Office had prepared a report on each of these points.

Procedure

In plenary sitting the Committee discussed the general report and two special studies, one on post-war development in the Japanese textile industry and the other on the prospects and problems of the textile industry in Western Germany. The Committee set up a Steering Committee, a sub-committee on the Safety of Workers and a Sub-committee on Disparities in Textile Wages.

Safety of Workers

The Sub-committee on the Safety of Workers elected Mr. Schwartz (Government member, United States) as chairman, Mr. Irwin (Employers' member, Canada) and Mr. Dawant (Workers' member, Belgium) as vice-chairmen, and Mr. Malfait (Government member, Belgium) as reporter.

The conclusions reached by the Sub-committee were embodied in a report, a resolution concerning a model safety code applicable to the textile industry, and a resolution concerning safety organization in textile factories. The latter resolution was adopted by 93 votes to three.

Model Safety Code Applicable to the Textile Industry.—In the resolution on this subject, the Committee invited the Governing Body of the ILO to take action in various ways, including the following:—

1. to establish a small committee of experts on safety in the textile industry and to consider convening this committee at an early date;

2. to instruct the Office, in collaboration with this committee of experts (*a*) to study the proposals made by the experts who had already been consulted by the Office with a view to preparing the report on safety in the textile industry; (*b*) to examine the suggestions made at the Third Session of the Textiles Committee with respect to special safety provisions for the various branches of the textile industry; (*c*) to prepare a set of supplementary safety provisions for the textile industry, for inclusion in the Model Code of Safety Regulations for Industrial Establishments, either as a special supplement or in some other convenient form;

3. to instruct the Office to submit to the members of the Correspondence Committee on Accident Prevention the suggestions for modification of, or addition to, some of the general provisions of the Model Code of Safety Regulations for Industrial Establishments, which had been made during the Third Session of the Textiles Committee.

Safety Organization in Textile Factories.—In the resolution on this subject the Committee invited the Governing Body to request Members of the ILO to—

1. suggest to the various sections of the textile industry the establishment in each factory of safety committees composed of representatives of managements and workers (or the appointment of safety officers by managements);

2. report to the Office the number of textile factories in their countries, the number of these factories having safety committees or safety officers, and the part played by such committees or officers in accident prevention.

Disparities in Textile Wages

The Sub-committee on Disparities in Textile Wages elected Mr. Carruthers (Government member, United Kingdom) as its chairman and reporter, and Mr. Vandeventer (Employers' member, France) and Mr. Heywood (Workers' member, United Kingdom) as vice-chairman. The conclusions reached by the Sub-committee were embodied in a report, which the Committee unanimously adopted, and a memorandum which was adopted by 87 votes to nil with six abstentions.

The memorandum on "disparities in textile wages between the various countries and the effects of these disparities on the standards of life of textile workers" dealt in particular with the following matters:—

1. ***Improvement in comparability of national statistics of textile wages.***—On this subject, the memorandum recommends ratification and application of the Convention concerning statistics of wages and hours of work (No. 63), adopted by the International Labour Conference in 1938.

It is further suggested that in measuring and comparing textile wages and the standards of life of the workers, it is essential to take social charges and services adequately into account.

2. ***International comparison of real wages of textile workers.***—The Committee expressed the hope that the Governing Body would take steps to facilitate such comparison, and more particularly that it would—

(*a*) instruct the Office to press forward, through the Committee of Statistical Experts and the International Conference of Labour Statisticians, with its work on international comparison of costs of living and real wages, having special regard to the problems of such comparisons as they apply to textile workers; and

(*b*) indicate to the various countries its willingness to authorize the Office, under its expanded technical assistance program, to send teams of experts, at the request of the Governments concerned, to study on the spot the conditions of life and standards of living of textile workers.

3. ***Action to raise and protect the living standards of textile workers.***—The memorandum refers to the need for positive action to raise the living standards of textile workers in under-developed countries, and to safeguard and improve such standards in the economically more advanced countries; in each case where such action is planned, the memorandum states it will be necessary to take into account such factors as the productivity of the section of the industry concerned, employment possibilities in the textile industry and alternative occupations, the rate of development of textile industries in the various countries, the balance of payments position in the country concerned, and the interests of consumers.

The memorandum also points out that substantial and continuing increases in the wages of textile workers must depend on the progressive improvement of the productivity of labour in the whole economy.

As regards the economically less developed countries, such action should include also measures to raise—

(*a*) the productivity of textile workers by the use of more modern capital equipment, better lay-out and organization of factories, improved methods of work and the adoption, where appropriate, of incentive payment systems arrived at by collective or mutual agreement; and

(*b*) social standards, including the encouragement of collective bargaining, the fixing of minimum wages and the establishment of appropriate systems of social security.

Furthermore, full advantage should be taken of the technical assistance which the United Nations, the International Labour Organization and other international organizations are prepared to give to Governments at their request.

High-wage countries are recommended to prepare carefully for possible changes in the world distribution of the industry, owing to its expansion in the hitherto economically under-developed countries where cheap labour is available. It is also considered desirable that each textile-producing country should keep the International Labour Office informed of developments in investment, reinvestment and production in its textile industries, and that the information thus collected should be periodically reviewed by the Textiles Committee.

Other Resolutions

Inspection of Safety Measures in the Textile Industry.—This resolution, which the Committee adopted unanimously, requests the Governing Body to consider the desirability of transmitting to States Members of the ILO, which have not yet technical factory inspection services, the Committee's hope that these States will appoint inspectors specialized in safety and hygiene matters, both in industry as a whole and, more particularly, in the textile industry.

Raw Materials in the Textile Industry.—This resolution, which was adopted by 87 votes to nil with three abstentions, invites the Governing Body to transmit to the Governments of countries producing raw materials for the textile industry, and to the competent international bodies, the Committee's desire that these countries should pay regard to the necessity for providing the various branches of the industry in each country with adequate supplies at equitable prices.

Agenda for the Fourth Session of the Committee.—This resolution, which was adopted by 80 votes to three with six abstentions, invites the Governing Body to instruct the Office to make studies on the following subjects with a view to the inclusion of some of them in the agenda of the Fourth Session of the Textiles Committee:—

1. Labour-management co-operation in the textile industry.

2. Special problems affecting the employment of women in the textile industry.

3. Holidays with pay in the textile industry.

4. A guaranteed wage for workers in the textile industry.

General Comments

The Canadian delegates, in addition to active participation in the work of their respective Sub-committees, spoke at the plenary sessions of the Committee. Mr. H. F. Irwin, Employers' delegate, outlined the importance of the textile industry in the industrial life of Canada providing much detailed information regarding production, wages, and working conditions. Mr. H. C. Hudson, Government delegate, spoke on the question of recruiting new workers for the industry with particular reference to the opportunities which it provides for the employment of the physically handicapped. Mr. Rene Gosselin, Workers' delegate, explained the trade union organization of textile workers in the Province of Quebec.

Several of the delegates speaking at the Plenary Sessions deviated widely from the Agenda of the Conference, inasmuch as they seized on the opportunity to provide either a considerable amount of detail on the textile industry in their respective countries or utilized the forum as a means of expressing opinions on contrasting political policies. The Chairman, Mr. Hauck, was very lenient and handled all the sessions with tact, diplomacy and firmness.

It was the consensus of opinion among the delegates that the Third Session of the Textiles Committee fully served the purpose for whcih it was called, namely, to provide the opportunity of an exchange of views on specific improvements in safety measures in the industry and the exploration of disparities in rates of textile wages.

(Concluded from page 314)

Accurate overall information on the extent to which individual firms with defence contracts have already taken on more workers to meet their expanded programs is not yet available, but, based on the employment forecast survey of the Department of Labour and other data, it is estimated that employment on various types of defence activities today may be as high as 100,000. As the Minister of Labour indicated on January 30, this total may reach 200,000 by the end of 1951.

It was important in estimating the extent of these labour requirements to keep in mind the possibility that shortages of essential materials would likely reduce employment in non-defence industries and might limit expansion in plants producing defence equipment and supplies.

Third, besides the usual increase in employment every spring and the growing impact of the defence program based on contracts already awarded, the probable further increases in both defence expenditures and in the manpower requirements of the Armed Services must be kept in mind. In this case, there was necessarily more uncertainty surrounding an assessment of the resulting increased manpower requirements. It was expected, however as stated a few days before in the House of Commons by the Minister of Trade and Commerce that defence contracts awarded during the first quarter of 1951 would exceed those in the last quarter of 1950.

There were five main groups from which the additional workers needed could be drawn. These were: (1) The normal seasonal increase in the labour force, plus the seasonally unemployed; (2) Natural increase; (3) Immigration; (4) Reserves of manpower; and (5) Transfers from non-essential to essential activities.

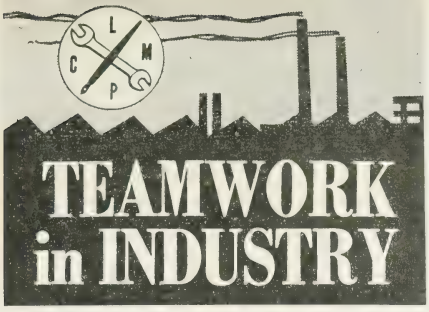
In the first classification, there was always a large group of workers in Canada employed only in the summer months. This group, composed mainly of students, housewives and retired persons, had numbered during recent years about 350,000.

The natural increase in the labour force amounted to about 70,000 workers annually and the labour force could be expected to increase by this amount during the coming 12 months.

Plans had been laid to bring about 150,000 immigrants to Canada during 1951, of whom close to one-half may be workers. Allowances must be made on the other hand for annual emigration which has amounted to between 20,000 and 30,000 during recent years, mostly to the United States.

The transfer of workers from non-essential to essential production was another important potential source of labour for defence production. To the extent that employment was curtailed in non-essential industries due to shortages of materials, such transfers would of course be automatically encouraged.

Finally, reference should be made to the importance at this time of improving the quality as well as increasing the quantity of our working force. Many of the needs of the expanding defence production program would be for key skilled and technical personnel. These people were not plentiful even though many Canadians acquired valuable skills and experience in defence production during World War II. Their number could be increased, however, through on-the-job and other types of training programs.



Letting Workers See Use of Products

To let employees see the end uses of two of their company's specialty paper products, a sub-committee of the Mutual Interest Board (a Labour-Management Production Committee) at Alliance Paper Mills Ltd., Merritton, Ont., recently sponsored a tour through two customer plants. The tour was the second in the sub-committee's educational program.

The workers saw, at the E.S. & A. Robinson plant, Leaside, Ont., the end uses of Alliance glassines and, at the Acme Carbon and Ribbon Company, Toronto, the processing of Alliance's carbonizing sheet. The tour enabled employees to make notes of defects and complaints so that, armed with this knowledge gained from a first-hand inspection, they can take steps to prevent recurrences.

Labour representatives on the Mutual Interest Board are elected annually by Local 77, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (AFL-TLC).

Educational Library

A suggestion by a member of the Labour-Management Co-operation Committee at the Ideal Brass & Plating Co. Ltd., Winnipeg, has resulted in the setting-up of an educational library for the employees there. The committee, which supervises the library, has appointed two workers as librarians. So far, the company has financed the purchase of all books in the library but the union in the plant, Metal Trades Local No. 2, One Big Union, is planning to buy some volumes.

All books and periodicals in the library, except a handbook used for reference purposes, may be borrowed by employees for a three-day period. The books all deal with metal finishing, plating, machinery and machine tools.

This committee, in the words of the president of the local union, "is a great boost to the morale of the employees; it gives them a greater feeling of belonging to a good company."

News of Production Committees

To make an on-the-spot investigation of production problems discussed at their meetings as well as to see for themselves the innovations and improvements, members of the LMPC at Burns & Co. Limited, Edmonton, recently toured the company's new plant. In each section of the plant visited, a member of the department explained the operations in progress and pointed out the improvements included in the new building.

* * *

Two Ontario LMPCs recently sponsored social-safety evenings, which offered on their programs a period of safety instruction followed by entertainment. Approximately 100 employees of Whyte Packing Company Limited, Stratford, attended the event sponsored by their plant's LMPC and close to 50 employees were present at the one held under the auspices of the LMPC at Brantford Oven & Rack Co. Limited, Brantford.

The unions participating in these committees are Local 271, United Packinghouse Workers' of America (CIO-CCL), at Stratford, and Local 397, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL), at Brantford.

New Interest in LMPCs in U.S.A.

Encouragement of the establishment of LMPCs in the United States was given on an extensive scale, during the war, by War Production Drive headquarters; but, unlike this country, it was not continued after cessation of hostilities. The projected resumption of activities in this field across the border is believed to be related to a survey of the organization and operations of our Labour-Management Co-operation Service recently made in Ottawa, Montreal, Toronto and Windsor, by representatives of the Bureau of Employment Security, U.S. Department of Labour, and of the National Security Resources Board.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition, to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Reports were received in January and early February from four Conciliation Boards which dealt with important industrial disputes. Three disputes which had earlier been referred to Conciliation officers were reported as settled.

Introduction

During January and the early part of February, the Minister of Labour received reports from Conciliation Boards which had been appointed to deal with four important industrial disputes.

Two of the Boards dealt with disputes between the Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild, and had as their Chairman His Honour Judge A. Cochrane, Brampton, Ontario.

The other members of the Boards were Gordon R. Munnoch, K.C., and Herbert Orliffe, both of Toronto, the Companies' and Union's nominee respectively. The Boards reported that they were unable to effect a settlement of any of the matters in dispute. Considerable interest was attached to the majority reports, signed by the Chairman and the employees' nominee, which criticized the Companies for their unyielding and uncompromising attitude during the negotiations. Complete texts of the majority and minority reports will be printed in the April issue of the GAZETTE..

Conciliation proceedings of 13 months duration were concluded early in February with the receipt of the report of the Board which dealt with the dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association. The majority report of the Board, signed by the Chairman, J. E. Eades, and the Company's nominee, J. G. Gould, both of Vancouver, recommended increases of approximately 7½ per cent for Captains on domestic service routes and increases of varying amounts for First Officers and Second Officers. A schedule of rates for the newly established Trans Pacific Service of the Company was also recommended. The minority report, signed by the Association's nominee, Ian Cameron, also of Vancouver, recommended salary schedules equivalent to those paid by the Trans Canada Air Lines. The texts of the reports will appear in the April issue of the GAZETTE.

Conciliation proceedings are also under way in a dispute between Trans Canada Air Lines and the Canadian Air Line Pilots Association, with the assistance of a Conciliation Officer of the Department of Labour.

A unanimous report was received in January by the Minister from the Conciliation Board which dealt with a dispute between Eldorado Mining and Refining (1944) Limited, Port Hope, Ontario, a Federal Crown Company, and Local No. 13173, District 50, United Mine Workers of America. The Board recommended a general wage increase of 9 cents per hour and differentials of 6 cents per hour and 8 cents per hour for afternoon and midnight shifts and, when these shifts fall on Saturday or Sunday, differentials of 8 cents per hour and 10 cents per hour. The text of the Board's report will be found elsewhere in this issue.

During January, the Minister was advised of the settlement of three industrial disputes which had earlier been referred to Conciliation Officers. These involved (1) the Yukon Consolidated Gold Corporation Limited, Dawson, Y.T., and Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers), with a settlement based on a general wage increase of 5 cents per hour, increases in bonuses payable to married men maintaining residences in the district, decreases in board rates, and additional paid statutory holidays; (2) Smith Transport Limited, Montreal, and Local No. 106, Transport Drivers, Warehousemen and Helpers' Union, with a settlement based on a general wage increase of 5 cents per hour and other improvements in working conditions;

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

(3) Robin Hood Flour Mills Limited, Saskatoon, and Local No. 342, United Packinghouse Workers of America, with a settlement based on a general wage increase of 6 cents per hour, increased vacations with pay, and a cost-of-living bonus.

The February issue of the GAZETTE carried a detailed report of the Reasons for Judgment, issued by the Canada Labour Relations Board at its December sittings, in which the Board revoked the certification granted on November 20, 1947, to the Canadian Seamen's Union as the bargaining agent of a unit of unlicensed employees of Branch Lines Limited, Sorel, P.Q. During January, the Board received from Shell Canadian Tankers Limited, Toronto, an application for the revocation of the decision of October 24, 1946, certifying the Canadian Seamen's Union as the bargaining agent of unlicensed employees of the Company. The applicant contended that the Canadian Seamen's Union was not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act. Early in February, applications for the revocation of decisions certifying the Canadian Seamen's Union as bargaining agent were made, on similar grounds, by S.S. Texaco Brave, Limited; S.S. Texaco Chief, Limited; and S.S. Texaco Warrior, Limited.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of January. The Board issued four certificates designating bargaining agents, rejected one application for certification, and ordered one representation vote. During the month the Board received three applications for certification and one application for revocation of certification.

Applications for Certification Granted

1. The Canadian Air Line Flight Attendants' Association, on behalf of a unit of employees of Canadian Pacific Air Lines Limited, comprising stewardesses and other classifications of employees who may perform similar functions, excluding the chief stewardess and the stewardesses employed at Hong Kong and Tokyo (L.G., Dec., 1950, p. 2051).

2. The Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers, excluding masters, employed by Westward Shipping Ltd., Vancouver, on the m.v. *Standard Service* and m.v. *B.C. Standard* (L.G., Jan., 1951, p. 55).

3. Malt and Grain Process Workers' Local Union No. 105 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of the McCabe Grain Company, Limited, Winnipeg, employed at its Seed Cleaning Plant, Plinquet Street and Dawson Road, St. Boniface, Man. (L.G., Jan., 1951, p. 55).

4. Local 298, Building Service Employees International Union, on behalf of a unit of employees of the Canadian Pacific Railway Company employed at its Commercial Building located at 204 Hospital Street, Montreal (L.G., Feb., 1951, p. 190).

Application for Certification Rejected

The Canadian Merchant Service Guild, Inc., applicant, and the Saint John Tug Boat Co., Limited, Saint John, N.B., respondent (L.G., Jan., 1951, p. 55). The application was rejected for the reason that the masters affected are not considered to be "employees" within the meaning of the Industrial Relations and Disputes Investigation Act.

Representation Vote Ordered

The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, applicant, and the British Overseas Airways Corporation (Engineering and Stores Groups, No. 4 Hangar, Montreal Airport, Dorval, P.Q.), respondent (L.G., Jan., 1951, p. 55). The Board ordered the vote following an investigation and a public hearing of the parties concerned.

Applications for Certification Received

1. The Canadian Communications Association, on behalf of a unit of clerical employees of the Canadian Overseas Telecommunication Corporation, Montreal (Investigating Officer: C. E. Poirier).

2. Local No. 526, Hotel and Restaurant Employees and Bartenders' International Union, on behalf of a unit of restaurant employees of the Canadian Pacific Railway Company employed at Windsor Station, Montreal (Investigating Officer: C. E. Poirier).

3. Local 12901, District 50, United Mine Workers of America, on behalf of a unit of employees of Polymer Corporation Limited, Sarnia, Ont., employed in its styrene plant (Investigating Officer: R. L. O'Neill).

Application for Revocation of Certification Received

On January 5, the Board received from Shell Canadian Tankers Limited, Toronto, an application for the revocation of the decision of October 24, 1946, certifying the Canadian Seamen's Union as the bargaining agent of unlicensed employees of the Company.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of January the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. Division No. 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and the Gatineau Bus Company, Limited, Hull, P.Q. (Conciliation Officer: R. Trépanier).

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers and DeLuxe Transportation Limited, North Bay, Ont. (Conciliation Officer: R. H. Hooper).

Settlements Effected by Conciliation Officers

1. On January 12, the Minister received a report from Liguori Pepin, Conciliation Officer, indicating the settlement of matters in dispute between the Transport Drivers, Warehousemen and Helpers' Union (Local No. 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America), and Smith Transport Limited, Montreal (L.G., Feb., 1951, p. 192).

2. On January 30 the Minister received a report from G. R. Currie, Conciliation Officer, indicating the settlement of matters in dispute between Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) and the Yukon Consolidated Gold Corporation Ltd., Dawson, Y.T. (L.G., Feb., 1951, p. 192).

3. On January 22 the Minister received a report from R. H. Hooper, Conciliation Officer, indicating the settlement of matters in dispute between Local No. 342, United Packinghouse Workers of America, and Robin Hood Flour Mills Limited, Saskatoon (L.G., Feb., 1951, p. 193).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed by the Minister on December 15, 1950, to deal with matters in dispute between the Canadian Navigators' Federation and the Prescott and Ogdensburg Ferry Company, Limited, Prescott, Ont. (L.G., Feb., 1951, p. 193), was fully constituted on January 19 with the appointment of His Honour Judge W. F. Schwenger, Hamilton, Ont., as Chairman. Judge Schwenger was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman L. Matthews, K.C., Toronto, and G. M. Desaulniers, Montreal, who had previously been appointed on the nominations of the company and union respectively.

Conciliation Board Reports Received

1. On January 24 the Minister received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and the Railway Express Agency, Inc., New York, N.Y. (L.G., Sept., 1950, p. 1556). The text of the report is reproduced below.

2. On January 30 the Minister received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Local No. 13173, District 50, United Mine Workers of America, and Eldorado Mining and Refining (1944) Limited, Port Hope, Ont. (L.G., Feb., 1951, p. 193). The text of the report is reproduced below.

REPORT OF BOARD in dispute between

Railway Express Agency, Inc., New York, N.Y.,
and
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

On January 24, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Railway Express Agency, Inc., New York, N.Y., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Sept., 1950, p. 1556).

The Board was composed of the Hon. Mr. Justice Edouard Tellier, Montreal, Chairman; T. P. Slattery, K.C., and Claude Jodoin, both of Montreal, members appointed on the nominations of the employer and union, respectively. Mr. Jodoin replaced Mr. Marcel Francq who had earlier been appointed to the Board on the nomination of the union but who resigned in October 1950 because of other commitments.

The text of the Board's report is reproduced herewith.

To the
Hon. the Minister of Labour,
Ottawa.

The Board was originally composed of the Hon. Mr. Justice Edouard Tellier as Chairman, and Mr. T. P. Slattery, K.C., member recommended by the Employer, and Mr. Marcel Francq, member recommended by the Bargaining Agent, and later reconstituted following the resignation of Mr. Marcel Francq by the same persons except Mr. Marcel Francq who was replaced by Mr. Claude Jodoin.

And have the honour to make the following unanimous report:—

The Dispute

The dispute arose out of negotiations for a new contract between the Railway Express Agency, Inc. (Canadian Employees), New York, N.Y., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Brief Review of Facts

The relations between the parties or their predecessors cover a period going back to the year 1922. On numerous occasions since then many agreements and changes have been made between the parties. The last agreement was signed the 16th August, 1948 by which new working conditions and wage rates were established and the duration of the contract was limited to one year, subject to a notice of thirty days from one party to the other if one desired a revision of the contract.

Under these terms the Bargaining Agent notified the Employer on the 24th of June, 1949 that it wished to revise the agreement. This notice read as follows:—

June 24, 1949.

Mr. A. M. Hartung,
Vice-President,
Railway Express Agency, Inc.,
230 Park Avenue,
New York 17, N.Y.

Dear Sir:

Please accept this as a notice, pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, paragraph 13, and the agreement between the Agency and the Brotherhood, dated August 16, 1948, of desire to revise and supplement said agreement and other agreements establishing hours of work, etc., for employees in Canada:

It is hereby proposed that there will be made effective to the Agency's employees in Canada the terms and provisions of the agreement signed at New York, N.Y., on May 26, 1949, by and between Railway Express Agency, Inc., and its employees in the United States represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Kindly acknowledge and advise as to a date prior to July 24, on which it will be agreeable to meet with the Brotherhood's representatives for discussion of the matter.

Yours very truly,

(Signed) F. H. Hall,
Vice-President.

The discussions did not lead to any agreement between the parties. At the request of the Bargaining Agent, the Hon. the Minister of Labour designated the conciliator according to law, and following the lack of success of the latter, the present Board of Conciliation was constituted.

Considerations of the Board

As it appears from the lengthy memoranda and exhibits produced by the parties, the Bargaining Agent claimed for its members an increase in the wage rates of seven (7) cents an hour and a working week of forty (40) hours.

In expressing its demands, the Bargaining Agent argued that any increase in wages of the Canadian employees of the Employer ought to be, since it is an American company, the same as any increase granted in the United States for their employees in the United States. It appears clearly from the record, however, that this state of affairs has never existed in the agreements arrived at between the parties.

The position taken by the Employer in the actual dispute was to the effect that it is prepared to pay and grant to its employees wages and working conditions comparable to those granted to Canadian employees fulfilling the same duties and functions in similar Canadian companies.

It was admitted and established at the last sitting of the Board that the employees of a similar category working for similar Canadian employers have recently received an increase of seven (7) cents an hour in their wage rates and are to be granted a working week of forty (40) hours following the recommendations and conclusions set out in the report of the Hon. Mr. Justice Kellock, the Arbitrator named in virtue of the statute of 1950 "In the matter of the Maintenance of Railway Operation Act".

Findings

Considering the demands made by the Bargaining Agent and considering the stand taken by the Employer, this Board now unanimously recommends:—

(*a*) That an increase of seven (7) cents per hour be granted to employees in Canada of the Railway Express Agency, Inc. as from the 1st September 1950; and

(*b*) That a five-day forty-hour week be made effective June 1, 1951, provided that from the said date up to and including August 31, 1951, straight time only shall be payable up to forty-eight (48) hours per week.

Respectfully submitted.

(Sgd.) Edouard Tellier.
(Sgd.) T. P. Slattery.
(Sgd.) Claude Jodoin.

Montreal, January 22, 1951.

REPORT OF BOARD in dispute between

Eldorado Mining and Refining (1944) Limited, Port Hope, Ontario,
and
Local 13173, District 50, United Mine Workers of America.

To the
Hon. Mr. MILTON F. GREGG, V.C., K.C.,
Minister of Labour for the
Dominion of Canada.

Sir:

As Chairman of the conciliation board herein, I beg to report as follows:—

Meetings of the conciliation board herein were duly convened at the City of Toronto and representations on behalf of both employer and employees have been fully heard and considered.

There has been, heretofore, in effect, a written collective bargaining agreement between the parties which has expired on the 31st day of July, 1950. The parties have been unable to agree on a renewal of this agreement, and after negotiations between them and with the assistance of a conciliation officer, were still apart on five items, as follows:—

1. Wages,
2. Off-shift differential,
3. Differential for employees whose normal schedule involves working Saturdays and Sundays,
4. Union security,
5. Two-year contract.

Upon hearing before this board, it was stated and the parties agreed, that the last two items of union security and a two-year contract could and would be determined amicably by the parties, and consequently, no further reference to these items appears in this report.

I regret to report that after representations had been made, that your board was unable to accomplish an agreement between the parties with regard to the other items and I therefore beg to report on these items as follows:—

Off-Shift Differential and Differential for Saturdays and Sundays (Items 2 and 3)

The employer, in its operations, performs certain processes which are continuous and require a continuous schedule of work hours for these employees engaged in these operations. These employees work on three eight-hour shifts, from eight a.m. to four p.m.; four p.m. to twelve midnight; twelve midnight to eight a.m. Sufficient employees are engaged in this work that an arrangement has been in force whereby employees' times are staggered and the working operations of Saturday and Sunday are shared equally.

To those employees working on the shift commencing at four p.m. there has been, heretofore, in operation a 4-cent an hour shift differential and for those employees working on the shift commencing at midnight there has been in force a 6-cent an hour shift differential. These shift differentials are a bonus on the regular rate of pay. Heretofore, when these respective shifts fell on a Saturday or Sunday, the same rate of pay has applied as when these respective shifts fell on a weekday. On behalf of the employees demand has been made that time and a half as though for overtime should be paid for all hours worked between twelve noon Saturday and eight a.m. Monday morning.

After considering all representations, I am of the opinion and would report that the principle of considering the hours of Saturday and Sunday above referred to as overtime, where the operation worked upon by reason of its nature must of necessity be a seven day continuous operation, is not established, and the demand for overtime pay for such periods is not maintainable. Some consideration by way of a shift differential however, is possible. After fully considering the matter, I would recommend that the parties adopt a shift differential for the shift from four to twelve, known as the afternoon shift, and the shift from twelve to eight, known as the midnight shift ,at the rate of six cents and

On January 30, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between Eldorado Mining and Refining (1944) Limited, Port Hope, Ontario, and Local 13173, District 50, United Mine Workers of America (L.G., Feb., 1951, p. 193).

The Board was composed of His Honour Judge W. F. Schwenger, Hamilton, Chairman; J. P. Pratt, K.C., and Herbert Orliffe, both of Toronto, members appointed on the nominations of the employer and union, respectively.

The text of the Board's report is reproduced herewith.

eight cents (6¢ and 8¢) per hour respectively, with an increase where these shifts fall on Saturday and Sunday to eight cents and ten cents (8¢ and 10¢) per hour respectively.

Wages (Item 1)

With regard to wages, the parties took different views as the basis for determining this item. On behalf of the employer, it was contended that any increase should have some direct relation to the increased cost of living in the interval since the last agreement, and on behalf of the employees it was equally as seriously contended that reference should be had only to the standard of wages paid in other industries. The failure of the parties to agree on this matter was a disappointment to the board, since the difference between them ultimately was not great, and it was left to the board to make a recommendation. In connection with the matter of wages, the question of retroactivity came up for discussion, and was finally left for report by this board.

It is to be noted by the wage schedule, that while the general plant labour rate has been 86 cents an hour, nevertheless the great majority of the employees come under some particular classification which entitles them to a higher rate per hour. Having this in mind, I am of the opinion that all employees in all classifications should receive an increase of nine (9¢) per hour. Taking into account the history of the negotiations between the parties in an endeavour to reach agreement before submission to this board, I am of the opinion, and would recommend to the parties that they adopt the above suggestion as to wage scale for the term of one year, and that it be adopted retroactively to the 1st day of August, 1950, being the date of expiration of the former agreement.

I beg to state in conclusion that your board was pleased with the manner in which presentations were made by the parties appearing before it in this matter, all proceedings having been carried on with due courtesy and respect, not only to the board, but to each other, despite the fact that arguments were firmly made. The clear and intelligible presentations made to the board were of great assistance in simplifying an understanding of the matters to be considered and the proceedings were thereby expedited.

All of which is humbly reported, this 18th day of January, A.D. 1951.

Board of Conciliation

(Sgd.) Wm. F. Schwenger,
Chairman,
Board of Conciliation.

I concur in the Report of the Chairman, this 25th day of January, A.D. 1951.

(Sgd.) J. P. Pratt,
Member,
Board of Conciliation.

I concur in the Report of the Chairman, this 25th day of January, A.D. 1951.

(Sgd.) Herbert Orliffe,
Member,
Board of Conciliation.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Manufacturing

Tobacco and Liquors

LONDON, ONT.—JOHN LABATT LIMITED AND NATIONAL BREWERY WORKERS' UNION, LOCAL 1 (CCL).

Agreement to be in effect from October 1, 1950, to September 30, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., July, 1950, p. 1047) with the following changes:—

Overtime: only watchmen are now excepted from being paid time and one-half for Sunday work: previously both watchmen and engineers were so excepted.

Wage rates have been increased and are now as follows: watchmen (not more than 12 hours in any one day), fermenting room and cold storage, brew house, wash house, bottlers operating machines $1.25 per hour; other bottlers $1.20; coopers $1.38¾ per hour; truck drivers, highway $51.70, retail delivery $49.50, helpers $48.20 per week; engineers, 2nd class $1.60 and 3rd class $1.49 per hour.

Escalator clause: the provisions for the cost-of-living bonus have been adjusted to the new term of the agreement and to the changes in the cost-of-living index: in addition to the above basic wages, a cost-of-living bonus of $3.30 per week shall be paid; this bonus shall be adjusted upward or downward quarterly commencing January 1, 1951, depending on the variation between the August 1, 1950, cost-of-living index (168·5) published by the Dominion Bureau of Statistics and the indices, as presently calculated, published for November 1, 1950, and quarterly thereafter. Each one point increase or decrease in the index shall be equal to an increase or decrease of 37·2 cents per week in the bonus.

Off-shift differential: the provision, that the additional 5 cents per hour for work on shifts starting between 2 p.m. and 4.59 a.m. shall not apply to truck drivers (highway), has been omitted.

NEW WESTMINSTER, B.C.—THE BRITISH COLUMBIA DISTILLERY COMPANY LIMITED AND THE DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 69.

Agreement to be in effect from November 16, 1950, to November 16, 1952, and thereafter from year to year, subject to 2 months' notice. However, for the period November 16, 1951, to November 16, 1952, the wage rates may be re-negotiated by either party giving notice to the other party of such intention on or before September 16, 1951.

Union security: the company agrees to keep in employment only members of the union in good standing. All new employees must join the union immediately upon being hired, provided they will be classified as permanent employees. All employees will be considered temporary employees until they have completed 90 days of continuous service; prior to their commencing work they must secure from the union a temporary working permit and pay all required fees as prescribed by the union. There shall be no restraint, coercion, interference or discrimination by the company against any union member because of union membership or activity.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work in excess of above hours, double time for work on Sunday or the regularly scheduled day of rest and on 8 specified *paid holidays.*

Vacations with pay: to employees with less than 4 years' service one week, or part thereof, if qualified in conformity with the Annual Holidays Act of the province of British Columbia; to employees with 4 or more years of continuous service 2 weeks.

Hourly wage rates for certain classes: production—still operators $1.48, gin still operator $1.45; mill, mash tub, yeast room, tank house and dry house operators $1.39½; granary, scale floor, fermenting house and beer well operators, grain car unloaders, tank house helper $1.34; meal floor general help, tank house general help, dried grain baggers, dried grain checkers $1.27½; utility labour $1.24, industrial general help $1.21; warehousing—pumper and weigher (to bottle shop) $1.32½, charge hands $1.36, general help $1.27½, coopers $1.41½, coopers' apprentices $1.27½ to $1.39½, hoop drivers $1.34; bottling—case room clerk $1.45½, helper $1.27½; female employees 84 to 97 cents; filter packers (female) 99½ cents; power—fireman $1.42½, engine room attendant $1.39½, oil fuel tenders $1.33½; maintenance—millwright $1.53, class A $1.45, class B (oiler) $1.39½, helper $1.34; pipe fitter and pump mechanic $1.50½; pipe fitter, class A $1.45, class B $1.39½, mechanics helpers $1.34; electrician $1.50½, class A $1.45, class B $1.39½, helper $1.34; carpenter $1.53, painter, blacksmith and welder $1.45; trucks, drivers $1.34, swampers $1.27½; students (summer vacation), under 18 years of age $1, over 18 years of age $1.16; male general help with less than 3 months' seniority will be paid 5 cents per hour below job rate; the rates for still operators, firemen and oil fuel tenders include 3 cents per hour as differential for working 3 shifts, alternating weekly. (The above rates represent an increase of 10 cents per hour over the previous rates.)

Provision is made for *seniority rights* and *grievance procedure.*

Textiles and Clothing

TORONTO, ONT.—ASSOCIATED CLOTHING MANUFACTURERS AND AMALGAMATED CLOTHING WORKERS OF AMERICA.

Agreement to be in effect from July 1, 1949, to June 30, 1952, but notice shall be given by either party to the other 90 days prior to July 1 in each year, intimating any change, amendment, or abrogation of the existing wage scale.

Union security: the employers agree to operate preferential union shops. Application for additional workers shall be made to the union; if the latter is unable to furnish satisfactory workers within 48 hours, a manufacturer may then secure such workers as he can. Any applicant for membership in the union must be admitted, provided the applicant is not an offender against the union and is eligible for membership under its rules. No employer shall place obstacles in the way of legitimate efforts of the union to recruit new members.

Check-off: the members of the Association agree to deduct monthly from the pay of all their employees the prescribed dues and assessments of the union and to remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime* shall be dispensed with as far as possible, but when it is necessary it shall be paid for at time and one-half. Six specified holidays shall be *paid holidays.* Work performed on legal holidays shall be paid for at time and one-half. Equal division of work shall be observed as far as possible in slack seasons.

Vacations: the employers shall grant a second week of vacation with pay to each of their employees in accordance with the decision and directions of the arbitrator (1948).

Apprentices: the employers shall have the privilege of developing workers through the apprenticeship system on a basis to be determined by representatives of the two parties.

Premium Fund: The members of the Association will continue to contribute to the Amalgamated Clothing Workers Premium Fund for the duration of the agreement an amount equal to 3 per cent of the gross wages payable to all production employees except those who act in a supervisory capacity.

Pension Fund: the demands of the union for the establishment of a Pension Fund shall be submitted to arbitration and the award of the impartial chairman of the Board of Arbitration shall be deemed to be incorporated as a provision of this agreement.

Provision is made for *grievance procedure* and the *establishment of an efficient employment office.*

Wood Products

VANCOUVER, B.C.—HAMMOND FURNITURE COMPANY, LIMITED, AND INTERNATIONAL WOODWORKERS OF AMERICA, LOCAL 1-217.

Agreement to be in effect from August 16, 1950, to August 15, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: any employee who is a member of the union in good standing, or who becomes or is reinstated as a member, shall, as a condition of continued employment, maintain such membership in good standing throughout the term of the agreement, subject to such procedure as may be mutually satisfactory to both parties. No employee shall be subject to any penalties against his application for membership or reinstatement, except as may be provided for in the constitution of the union.

Check-off: the company agrees to deduct union dues monthly from the pay of all employees who so authorize and to remit same to the union. The authorization will be honoured until revoked by the employee.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half for work in excess of the above hours and for work on Saturdays and Sundays (or the alternative days off) and on 3 holidays; double time and one-half for work on 4 specified *paid holidays.*

Rest periods: all employees shall receive two 10-minute rest periods a day.

Vacations with pay will be granted to employees in accordance with the provisions of the British Columbia Annual Holidays Act. All employees with 5 or more years' continuous service will receive an additional regular week's vacation with pay or pay in lieu thereof.

Hourly wage rates in effect prior to the effective date of the agreement are increased by 10 cents per hour, effective August 15, 1950, and may be revised once annually. The rates for certain classes are as follows: mill department—planer man $1.31, learner planer man $1.02 to $1.31; swing saw break-down $1.18; straight line rip saw, cabinet planer, panel saw feeder, jeep and truck operator, automatic boring machine operator $1.13; clamp carrier, sorter, lumber unpiler $1.08; learners (other than learner planer man), mill labourer $1.02; machine department—knife grinder, stickerman, automatic shaper, double end tenoner $1.31; saw filer $1.29; shaper feeder $1.18; ripsaw operator, mortizer machine, router machine, bandsaw, double cut-off operator $1.13; sticker feeder, truck monkey $1.08; glue, press and veneer departments—swing saw and lay-out $1.18; clipper operator faces $1.13; clipper operator backs, veneer press, taper faces, glue mixer $1.08; labour, hot plate press $1.02; assembly and clamp department—repair man $1.23, cabinet maker with tools $1.18, drawer fitter $1.13, bed assembly $1.08; paint department—spray men $1.18; mixer, filler man $1.08; maintenance—electrician $1.39, maintenance men $1.29, maintenance helper $1.18, oiler $1.13; girls' rates in various departments—87 cents to $1.02. The starting rate for girls and boys is 82 cents with a 5 cents per hour increase each 3 months until the regular job rate is reached. When a girl is transferred to a machine, classified under mens' rates, she shall receive the rates specified for that machine while so employed.

Off-shift differential: a premium of 6 cents per hour will be paid for work on the second and third shifts.

Provision is made for an *Accident Prevention Committee, grievance procedure* and *seniority rights.*

Printing and Publishing

VANCOUVER, B.C.—CERTAIN NEWSPAPER PUBLISHERS AND THE INTERNATIONAL TYPOGRAPHICAL UNION, LOCAL 226.

Agreement to be in effect from October 1, 1950, to September 30, 1951.

Union security: the publishers agree to employ in their composing room members of the union. The union shall furnish sufficient competent journeymen to meet the normal requirements of the publishers; should it fail to do so, the publishers' only recourse is to cancel this agreement. If no competent machinist member is available, the publishers may employ a linotype machinist who is not a member of the union, provided that the latter applies and is accepted for membership in the union.

Hours: 7½ hours per day (both day and night shifts) 5 days a week, a 37½-hour week. *Overtime:* time and one-half for any shift in excess of 5 within any financial week and for work on a regular off-day or off-night; double time for work on Sunday (except for regular editions) and on 6 *paid holidays* (previous agreement provided for 5 paid holidays). When a holiday is observed, the night prior to the holiday shall be the off-shift for both morning and evening papers. Under extraordinary conditions, such as breakdown or unusual occurrence, men may be required to get out regular editions at single price, if work is not completed within the regular hours. Employees called back after one hour shall receive $1 for such call-back in addition to the prescribed rate of pay.

Vacations with pay: 10 days to employees whose cards have been on the slipboard for one or more consecutive years; members having 10 or more years' service shall be entitled to 5 additional days, provided they have worked a minimum of 150 shifts during the preceding 12 months; otherwise they shall receive one day for each 15 shifts worked.

Hourly wage rates: for day work $1.90, for night work $2; when a shift is worked part day and part night, the night scale shall be paid; machinist-operators, when on duty as such, shall receive a minimum of 75 cents per shift more than the above rates; apprentices—1st 6 months 30 per cent of journeymen's scale, 2nd 6 months 35 per cent, 2nd year 40 per cent, 3rd year 50 per cent, 4th year 60 per cent, 5th year 75 per cent and 6th year 90 per cent of journeymen's scale; machine learners (must be journeymen members of the union)—1st 3 weeks 40 per cent of scale, 2nd 3 weeks 50 per cent, 3rd 3 weeks 66⅔ per cent, next 4 weeks 75 per cent and last 4 weeks 85 per cent of scale.

Apprentices: for each 10 journeymen, or major fraction thereof, one apprentice may be employed; no youth under 16 years of age shall be accepted to apprenticeship. Registered apprentices shall be given the same protection as journeymen and shall be governed by the same shop rules, working conditions and hours of labour.

Provision is made for the *settling of disputes* and *seniority rights.*

Metal Products

TORONTO, ONT.—THE JOHN INGLIS COMPANY, LIMITED, AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2900.

Agreement to be in effect from July 12, 1950, to July 11, 1952, and for a further period of one year, unless 60 days' notice of termination is given by either party. The company acknowledges and accepts the union as the sole collective bargaining agency for all eligible employees. Both parties agree that there will be no intimidation, restraint or coercion because of membership or non-membership in the union. Membership in the union will not be discouraged.

Hours: for day shift—8 per day Monday through Friday; for night shift—8¾ per day Monday through Thursday, 5 on Friday, a 40-hour week in either case (a reduction of 1½ hours per week). *Overtime:* time and one-half for the first 4 hours worked in excess of the above hours and for work on Saturdays; double time after the first 4 hours of overtime and for work on Sundays and on 8 specified *paid holidays.*

Vacations with pay: employees with from 3 months' to 2 years' seniority shall be paid 2 per cent of their annual earnings, those with 2 to 3 years' seniority 2½ per cent, those with 3 to 20 years' seniority 4 per cent and those with over 20 years' seniority 6 per cent of their annual earnings. Vacations must be taken during the period of the plant shutdown.

Hourly wage rates for certain classes: general engineering division—layout man $1.35 to $1.51; machinist, fitter, boilermaker, millwright $1.35 to $1.46; welder $1.29 to $1.46; patternmaker $1.40 to $1.57; improver to above trades, cranemen and slingers, machine operator $1.18 to $1.29; blacksmith $1.24 to $1.46; helpers $1.12 to $1.18; radial drill operator $1.24 to $1.35; tractor crane operator $1.29 to $1.51; oil and belt man $1.12 to $1.18; painter $1.12 to $1.24; general labourer (heavy), janitor $1.12; carpenter $1.29 to $1.40; carpenters' helper, production chaser, material truckers $1.12 and $1.13; stores clerk $1.12; truck driver, furnace operator $1.12 to $1.24; coal passer $1.13; apprentices from 76 cents during first 6 months to $1.29 during last part of fourth year; consumer products division—production operator, male $1.11 to $1.24, female 89 cents to $1.02; automatics (single spindle) set up $1.24 to $1.35; automatic screw machine (single spindle) operator $1.11 to $1.24; heat treater, plater (electro chrome) $1.24 to $1.35; storekeeper $1.13 to $1.29; toolmaker $1.29 to $1.57; diemaker (specialist) $1.64; machinist $1.29 to $1.46; probationary employees, male, start at $1.06, after one month's service $1.11 or $1.12, female, start at 85 cents, after one month 89 cents. Time and one-quarter for dirty work shall be paid on repair jobs if properly authorized by foreman.

Off-shift differential: a premium of 5 cents per hour is paid to employees working permanently on the night shift and a premium of 3 cents per hour to employees working on the afternoon or rotating shift.

Provision is made for *seniority rights, grievance procedure* and *X-ray examination* for employees in glass spraying and sand-blasting operations.

HAMILTON, ONT.—THE STUDEBAKER CORPORATION OF CANADA, LIMITED, AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 525.

Agreement to be in effect from August 25, 1950, to August 24, 1951, and thereafter, subject to 30 days' notice. The company recognizes the union as the sole bargaining agent for all eligible employees.

Check-off: the company shall deduct monthly from the pay of all employees in the bargaining unit such sums as may be assessed by the union on its members as dues and assessments for general union purposes in accordance with its constitution and by-laws, excluding any initiation fee and any special assessment which relates to special union benefits in which non-union members do not participate.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work in excess of above hours and for work on Saturdays and Sundays; double time and one-half for work on 8 specified *paid holidays*. When an hourly rated employee has left the premises and is called upon to return for work prior to his regularly scheduled time he shall receive two and one-half hours' pay for the first hour and his regular hourly rate thereafter, subject to any premiums where applicable.

Vacations with pay: one week after one year's service and 2 weeks after 5 years' service; employees with less than one year's service will receive one day for each 2 months' service.

Wages: effective August 14, 1950, employees are granted increases amounting to an average overall increase of approximately 5 cents an hour.

Night-shift differential: an employee who works on a shift, one-half or more of the working hours of which are regularly scheduled between 6 p.m. and 8 p.m., will be paid 10 cents per hour extra for all hours worked beyond the regularly scheduled starting time of his shift.

Insurance: the company agrees to increase its present contribution to the insurance company by $1.06 per week per hourly rated employee. The nature of the increased insurance coverage whether life benefit, sickness and accident benefit or family coverage benefit and the amount of the employees' weekly contribution for the increased benefits are to be determined later.

Pension plan: it has been agreed that the pension provided and paid for solely by the company will parallel the pension coverage agreed upon between the International Union (UAW/CIO) and General Motors of Canada, Limited, in their most recent agreement. Complete details of the plan remain to be worked out by the two parties.

Provision is made for *grievance procedure* and *seniority rights*.

GUELPH, ONT.—FEDERAL WIRE AND CABLE COMPANY, LIMITED, AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3021.

Agreement to be in effect from October 23, 1950, to October 22, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., March, 1950, p. 342), with the following changes:—

Hours of work have been reduced from 48 to 45 hours per week; where the schedule calls for 48 hours per week, employees shall be paid at overtime rate for any time worked in excess of 45 hours. The number of *paid holidays* is increased from 6 to 7.

Wage rates are increased by 9 cents per hour, retroactive to September 1, 1950.

VANCOUVER, B.C.—VANCOUVER ENGINEERING WORKS, LIMITED, AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE NO. 692.

Agreement to be in effect from September 15, 1950, to September 14, 1951. Should either party desire to terminate, revise or amend this agreement, written notice shall be given to the other party as provided in the Industrial Conciliation and Arbitration Act, 1947, as amended.

Union security: the company agrees that, as a condition of continued employment, all employees must become members of the union within 30 days of the date of their employment.

Hours: the standard work day shall consist of 8 hours and the standard work week of 40 hours on the first shift; if second and third shifts are employed, the hours of work shall be 7½ and 7 hours, respectively, with 8 hours' pay in either case. Five shifts, Monday through Friday, shall constitute a regular week's work on all shifts. *Overtime:* time and one-half for the first 4 hours after the regular shift and for work between 8 a.m. and 12 noon Saturday; double time thereafter and for work performed prior to the regular starting time, on Sunday and on 9 specified holidays, 5 of which are *paid holidays*.

Vacations with pay will be granted in accordance with the Annual Holidays Act of the Province of British Columbia.

Hourly wage rates: heavy machine division—tool makers, diemakers, tool heat treators $1.60; machinists, fitters, welders, inspectors, precision grinders, production set-up men, electricians, millwrights $1.50; specialists $1.34½ (specialists on radial drills where boring and sizing are done shall receive journeyman rate of pay); electric crane men $1.40; helpers $1.26; leading hands 5 or 10 cents and charge hands 15 or 20 cents over basic rate; light machine division—machine operators from 85 cents per hour during first month to $1.35 after 2 years; metal polishers and buffers, 1st month $1.05, next 2 months $1.15, 2nd 3 months $1.20, 3rd 3 months $1.25, thereafter $1.35; female assembly workers 75 cents to $1.10. Machine operators, metal polishers and buffers who reach the top rate will be considered specialists. When the company's operations include work within the limits of the Greater Vancouver area, shop rates shall prevail on repair and overhaul jobs and the resetting of machinery and engines. However, where same is ruled to be new construction, or when other construction unions affiliated with the Vancouver Building Trades Council are involved, field rates shall apply. In the case of shipwork not normally done by the company or when shipwork is sub-contracted from the shipyards or men are employed in the shipyards, the current wage rates prevailing in the shipyards will be paid providing the same are not lower than the above shop rates.

Provision is made for *grievance procedure, seniority rights* and *out-of-town work*.

Non-metallic Minerals and Chemicals

NOBEL, ONT.—CANADIAN INDUSTRIES LIMITED AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, CANADIAN CHEMICAL DIVISION, LOCAL 13031.

Agreement to be in effect from January 2, 1951, to January 1, 1952. This agreement is similar to the one previously in effect (L.G., Feb., 1950, p. 206), with the following changes and addition:

Hours of work have been reduced from 44 to 42 per week and are now: for day workers—8½ per day Monday through Thursday, 8 on Friday, a 42-hour week; for shift workers—8 per day, 5 days a week for 3 consecutive weeks and 6 days a week for the fourth week, an average of 42 hours per week.

Rest periods: this agreement does not limit the rest period during the second half of the shift for certain production employees to the months of June, July and August.

Wage rates, with a few exceptions, have been increased from 10 to 13 cents per hour.

Off-shift differential: a premium of 5 cents an hour is now granted for work performed on regularly scheduled evening or night shifts commencing between 3 p.m. and 6 a.m.

No provision is made in this agreement for a Plant Advisory Committee.

JAMES ISLAND, B.C.—CANADIAN INDUSTRIES LIMITED, JAMES ISLAND WORKS, AND THE CANADIAN CHEMICAL AND EXPLOSIVES WORKERS' INDUSTRIAL UNION, FEDERAL UNION NO. 128 (TLC).

Agreement to be in effect from June 1, 1950, to May 31, 1951. This agreement is similar to the one previously in effect (L.G., Feb., 1950, p. 207), with the following changes:—

Paid holidays are increased from four to eight; employees shall be paid double time for work on any of the 8 holidays if entitled to payment, and time and one-half if not entitled to payment.

Wage rates are increased from 1 to 3 cents per hour.

Miscellaneous

TORONTO, ONT.—GLOBE BEDDING COMPANY LIMITED AND UPHOLSTERERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 400.

Agreement to be in effect from September 27, 1950, to December 31, 1951, and thereafter from year to year, subject to notice. It is provided, however, that the wage question may be opened during the month of March, 1951, if conditions warrant it; any changes agreed upon shall be retroactive to March 1, 1951. The company recognizes the union as the sole collective bargaining agency for all employees.

Union security: all employees in the bargaining unit who have served the 6 weeks' probationary period shall, as a condition of employment, become and remain members of the union in good standing.

Check-off: the company agrees to deduct union dues monthly from the pay of all union members and remit same to the union.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week. *Overtime:* time and one-half for all work in excess of the standard work day, provided that the standard work week is completely worked (except in the case of authorized leave); double time and one-half for work on 7 specified *paid holidays* (an increase of two). *Rest and cleaning-up periods:* employees will be granted rest periods of 10 minutes each in the morning and afternoon and 5 minutes for cleaning up before the end of the day.

Vacations with pay: one week after one year's service, 2 weeks after 5 years' service.

Minimum hourly wage rates (for males and females, respectively)—probationary period of 6 weeks 70 and 60 cents, 2nd 6 weeks 75 and 65 cents, 2nd 3 months 80 and 70 cents, 3rd 3 months 85 and 75 cents, 4th 6 months 90 and 80 cents, after 1 year 95 and 85 cents; youths (under 18 years of age)—starting rates 55 cents, after 3 months 60 cents, after 6 months 65 cents. The company agrees to negotiate on wage increases for all male employees now earning 95 cents per hour but under $1, who have been with the firm for one year or more. When experienced workers are hired, they shall receive prevailing rates. The company accepts the principle of equal pay for equal production.

Escalator clause: the company agrees to continue the cost-of-living bonus. For every increase in the Dominion Bureau of Statistics' cost-of-living index of one point above 148·3, the bonus shall be increased by 25 cents per 44-hour week; should the index decrease, a corresponding amount shall be deducted, but the wage rate shall not be reduced.

Social security: the employer agrees to pay towards the Upholsterers' International Union Social Security Plan 3 per cent of the union employees' payroll.

Provision is made for *grievance procedure, seniority rights* and the *safety and health* of employees.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of ten agreements. In addition to those summarized below, they include: the amendment of the agreement for barbers and hairdressers at Quebec published in the *Quebec Official Gazette* issue of January 5, and the amendment of the agreements for barbers and hairdressers at Valleyfield and at Joliette in the issue of January 20.

A request for a new agreement for the printing trades in the Quebec District and requests for the amendment of the agreements for garages and service stations at Montreal and for barbers and hairdressers at Sherbrooke were gazetted December 23. A request for the amendment of the agreement for plumbers at Three Rivers was gazetted December 30. A request for a first agreement for the ladies' handbag, purse, etc. manufacturing industry in the Province and a request for the amendment of the agreement for the baking industry were gazetted January 5. A request for a new agreement for garages and service stations at Sherbrooke and a request for the amendment of the agreement for retail stores at Windsor were published in the issue of January 13. A request for the amendment of the agreement for hospital and charitable institution employees at St. Hyacinthe was gazetted January 20.

Orders in Council were also published approving the levy of assessments on the parties.

Manufacturing

Textiles and Clothing

MEN'S AND BOYS' HAT AND CAP INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated December 21, and gazetted January 5, amends the previous Orders in Council for this industry (L.G., Aug., 1945, p. 1197; Nov., 1946, p. 1583; Sept., 1948, p. 993, and previous issues).

The Montreal Hat and Cap Manufacturers' Association Inc. is accepted as co-contracting party and its name is added to the parties of the first part.

Industrial jurisdiction governs the manufacture of hats and caps for men and boys and all kinds of head wear for male or female children, but does not include the fabrication of headwear for men and boys made of fur or woollen felt bodies or forms and straw bodies or forms.

Hours remain unchanged at 8 per day, Monday through Friday, a 40-hour week.

Overtime as previously in effect is limited to 10 hours per week and is payable at regular rates. If necessary, employees will be obliged to work 4 hours on Saturday morning which shall be part of the 10 hours of overtime per week. In this amendment any work performed on any of 3 specified paid holidays (previously 2) will be paid for at the rate of double time.

Minimum weekly wage rates remain unchanged from those rates which were previously in effect as from July 1, 1948 (L.G., Sept., 1948, p. 993) and are as follows: cutters $33.40, operators $31, blackers $24.40, lining makers $20.50, hand finishers $17.20 and general hands $14.80. In any establishment where the piece-work system was in force when this agreement became effective, piece-work prices to be fixed at such rates as to assure the workers at least the above minimum rates.

Vacation: one week's vacation with pay to those employees who have been in the service of one employer not less than 12 months; employees with less than one year of service will receive vacation pay in proportion to the time worked. The vacation period is specified as the period during the months of June or July in each year. (Vacation provisions are similar to those previously in effect with the exception of that which governs those employees with less than one year of service.)

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902; Feb., 1951, p. 233, and previous issues). Agreement to remain in effect until September 1, 1951, and thereafter from year to year, subject to notice. The present amendment will be in effect from January 1, 1951.

Minimum wage rates: the new wage rates for hourly-paid and for piece-work employees are shown in the accompanying tables. Apprentices (600 hours) for classes 5 and 6 of the pattern making, cutting, sole leather, lasting, making and finishing departments and for class "C" of the sewing department shown in the accompanying tables are added classifications.

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* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Minimum wage rates for *hourly-paid* employees of the pattern making, cutting, sole leather, lasting, making and finishing departments:—

	Zones I	II	III
Class 1	$1.05	$1.00	$0.92
Apprentice:			
1st, 1,200 hours	0.80	0.76	0.70
2nd, 1,200 hours	0.90	0.855	0.79
Class 2	0.90	0.855	0.79
Apprentice:			
1st, 600 hours	0.65	0.62	0.57
2nd, 600 hours	0.80	0.76	0.70
Class 3	0.80	0.76	0.70
Apprentice: 600 hours	0.65	0.62	0.57
Class 4	0.60	0.57	0.525
Apprentice: 600 hours	0.45	0.43	0.395
Class 5	0.45	0.43	0.395
Apprentice: 600 hours	0.40	0.38	0.35
Class 6	0.40	0.38	0.35
Apprentice: 600 hours	0.35	0.33	0.305

(The above rates are increases ranging from 4½ to 10 cents per hour over previous rates.)

Minimum hourly wage rates for *piece-work* employees of the pattern making, cutting, sole leather, lasting, making and finishing departments.

	Zones I	II	III
Class 1	$1.155	$1.10	$1.01
Apprentice:			
1st, 1,200 hours	0.88	0.835	0.77
2nd, 1,200 hours	0.99	0.94	0.87
Class 2	0.99	0.94	0.87
Apprentice:			
1st, 600 hours	0.715	0.68	0.625
2nd, 600 hours	0.88	0.835	0.77
Class 3	0.88	0.835	0.77
Apprentice: 600 hours	0.715	0.68	0.625
Class 4	0.66	0.625	0.58
Apprentice: 600 hours	0.495	0.475	0.435
Class 5	0.495	0.475	0.435
Apprentice: 600 hours	0.44	0.42	0.385
Class 6	0.44	0.42	0.385
Apprentice: 600 hours	0.385	0.365	0.335

(The above rates are increases ranging from 5 to 11 cents per hour over previous rates.)

Minimum hourly wage rates for *hourly-paid* employees of the sewing department.

	Zones I	II	III
Class A	$0.60	$0.57	$0.525
Apprentice: 600 hours	0.50	0.475	0.44
Class B	0.50	0.475	0.44
Apprentice: 600 hours	0.40	0.38	0.35
Class C	0.40	0.38	0.35
Apprentice: 600 hours	0.35	0.33	0.305

(The above rates are increases ranging from 4½ to 10 cents per hour over previous rates.)

Minimum hourly wage rates for *piece-work* employees of the sewing department.

	Zones I	II	III
Class A	$0.66	$0.625	$0.58
Apprentice: 600 hours	0.55	0.52	0.485
Class B	0.55	0.52	0.485
Apprentice: 600 hours	0.44	0.42	0.385
Class C	0.44	0.42	0.385
Apprentice: 600 hours	0.385	0.365	0.335

NOTE: the classification stitching vamp or outside counter on Puritan machine included in the section of this agreement governing the sewing department will be paid the minimum rate of Class 1 operations applicable to the pattern making, cutting, etc. departments shown above.

(The above rates are increases ranging from 4½ to 11 cents per hour over previous rates.)

Printing and Publishing

PRINTING TRADES, QUEBEC.

An Order in Council, dated December 14, and gazetted December 23, amends the previous Orders in Council for this industry (L.G., Feb., 1949, p. 178; March, 1950, p. 345, June, p. 874) and another amendment published in the *Quebec Official Gazette* issue of August 19, 1950, by extending the terms of this agreement until February 28, 1951.

Metal Products

SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated December 14, and gazetted December 23, amends the previous Orders in Council for this industry (L.G., Aug., 1950, p. 1185).

Minimum hourly wage rates are increased by from 5 to 6 cents per hour in most cases and are now as follows:—sheet metal mechanics $1.26; assistant-foreman $1.39; charge hand, welder class "A", toolmaker $1.33; machinist mechanic $1.28; welder class "B", blacksmith $1.22; painter $1.20; buffer and polisher class "A", $1.16; welder class "C", machinist, assembler and specialist $1.10; spray painter $1.05; machine operator $1.04; production welders from 88 cents during the first 6 months to $1.04 in the fourth 6 months, when they become eligible for class "C", if they qualify; production workers, truck driver, stock and storekeepers, warehousemen (receiving and shipping) 90 cents; helpers 85 cents. Rates for apprentices 61 cents plus 5 cents per hour increase each 6 months of continuous service and for boys (16 to 18 years of age) 56 cents plus 5 cents per hour each 6 months of continuous service until their nineteenth year when they shall be classified and paid as helpers, remain unchanged. Night shift differential remains unchanged at 5 cents per hour extra.

Construction

BUILDING TRADES, CHICOUTIMI.

An Order in Council, dated December 14, and gazetted December 30, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, Nov., p. 1904, and previous issues). This amendment to be in effect from January 1, 1951.

In a previous amendment published in the LABOUR GAZETTE, February, 1947, p. 185 the *regular hours of work* in all zones for this industry were established as 8 per day, 6 days a week, a 48-hour week; *overtime* to be payable at time and one-half after the tenth hour of work performed in any one calendar day. Another amendment published in the LABOUR GAZETTE, August, 1948, p. 872 divides the area affected by this agreement into 4 zones: zones I, I-A, II and III and *overtime remuneration* was as follows:—in zone I, time and one-half after 9 hours' work each day, with the exception of plumbers and steamfitters; in zones I-A, II and III, and for plumbers and steamfitters in zone I, time and one-half after 10 hours' work each day.

In the present amendment the provision governing *overtime* is amended by the addition of the following: "Notwithstanding the foregoing provisions, in zone I-A, the maximum duration of the regular hours of work will be 55 hours per week and no work to be performed on Saturday afternoon, except by night watchmen."

Minimum hourly wage rates: in a previous amendment summarized in the LABOUR GAZETTE issue of August, 1949, p. 987, the rates of zone I were increased by 5 cents per hour except crane operations (steam, gasoline, electricity, oil) for one to four drums inclusive, whose rate is $1.15 per hour. However, the above minimum wage rates and all other rates within the limits of the territorial jurisdiction of this agreement were to be amended according to the fluctuations of the Federal cost-of-living index, as follows, taking 160 points as a calculation basis: for each ten point increase or decrease in the cost-of-living index, the hourly minimum rates shall be 5 cents per hour higher or lower, as the case may be.

In the present amendment the minimum rates of wages in zone I-A (Counties of Abitibi-East, Abitibi-West and Rouyn-Noranda) are increased to the level of those of zone I with the exception of certain classifications whose new minimum rates are as follows:—plumbers and steamfitters, tinsmiths $1.25; junior journeymen (one year) $1.10; apprentices (plumbers and steamfitters) from 50 per cent of journeyman's rate in the first year to 80 per cent in fourth year. (The new minimum rates for journeymen plumbers and steamfitters, tinsmiths in zone I-A represent an increase of 25 cents per hour).

BUILDING TRADES, HULL.

An Order in Council, dated January 11, and gazetted January 20, amends the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905; Jan., 1951, p. 64) by providing that notwithstanding any other provisions, cities and towns and municipal corporations as well as school commissions are not governed by the terms of this agreement for repair and maintenance operations on buildings which they own; this also applies to building, rebuilding or maintenance operations on aqueducts, sewer, pavings, side-walks and other similar operations performed under their immediate direction. The exemption does not apply to contractors or sub-contractors carrying out such operations by contract or under the supervision of the said cities, towns, etc., comprised in zone I. The agreement applies, however, to contractors or sub-contractors carrying out similar operations by contract or under the supervision of the municipal corporations or school commissions of zone II, when the cost of such operations does not exceed $20,000, including wages and material.

Road operations carried out for the account of any Department of the Provincial Government which are already subject to the Fair Wage Schedule as per Order in Council number 800 of April 24, 1929, as amended, are not governed by the provisions of the present agreement.

Territorial jurisdiction comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle and Temiscamingue. This area is divided into 2 zones: zone I—which previously comprised the city of Hull and within a radius of 10 miles of its limits now comprises the territory included in the county of Hull and within a radius of 10 miles of its limits; zone II—which previously included the territory of the county of Hull

(with the exception of the city of Hull and within a radius of 10 miles of its limits) now comprises the territory included in the counties of Gatineau, Papineau, Pontiac, Labelle and Temiscamingue.

Minimum hourly wage rates in zone II will be reduced by 25 per cent in the case of repair work not exceeding $500 annually, including wages and material. Rates for apprentices of zone II which are based on a percentage of the journeymen's minimum wages are now as follows: in those trades requiring an apprenticeship of 4 years—from 50 per cent in the first year (an increase of 10 per cent) to 90 per cent in the fourth year (an increase of 5 per cent); in those trades requiring an apprenticeship of 3 years —from 60 per cent in the first year to 90 per cent in the third year (an increase of 5 per cent over previous rates). The rates for apprentices requiring a 4-year apprenticeship and those rates for apprentices requiring a 3-year apprenticeship in zone I remain unchanged.

Service

Professional Establishments

HOSPITAL AND CHARITABLE INSTITUTION EMPLOYEES, QUEBEC DISTRICT.

An Order in Council, dated December 21, and gazetted January 5, amends the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1369; Sept., 1946, p. 1254; Jan., 1947, p. 1251; Aug., 1948, p. 874; Oct., 1949, p. 1248).

Hours: 54-hour week (average over 3 weeks) for orderlies or patient attendants, stationary enginemen, firemen, motor-vehicle drivers and their helpers, watchmen, and skilled workers in the steam generating plant; 51 hours per week for office employees, telephone operators, information clerks, female tailors, seamstresses, laboratory employees and launderer and pressing room employees; 54-hour week for employees on rotating shifts of 8 hours, except enginemen and firemen; 54-hour week for all other employees subject to the terms of this agreement. (In most cases the above hours represent a reduction of 3 to 6 hours per week or average week as the case may be from those which were previously in effect.)

Overtime is payable either at time and one-half or by a paid day off equivalent to one and one-half times employees' hours of overtime, day off to be given in the four weeks following that during which overtime has taken place. Other overtime provisions include: orderlies or patient attendants, stationary enginemen, firemen, motor-vehicle drivers and their helpers and watchmen will be paid regular rates to the extent of 180 hours in 3 weeks, thereafter time and one-half; employees engaged on rotating shifts of 8 hours (except enginemen and firemen) performing work in excess of the standard work week of 54 hours will be paid regular rates to the extent of 168 hours in 3 weeks, thereafter time and one-half; skilled workers of the steam generating plant will be paid regular rates to the extent of 60 hours in a week, thereafter time and one-half. (The above provisions, applicable to certain classifications, which provide for payment of overtime at regular rates for work performed in excess of the standard average hours and up to a limited maximum duration of work before the rate of time and one-half becomes effective, are new.)

Specified holidays: to regular nurses—after agreement with the employer, 2 days off in the holidays period to be given on any of the following days: Christmas Day, New Year's Day or Epiphany Day. The above time off will be given in addition to the 4 days off for four weeks of work provided for in the previous agreement.

Minimum weekly and hourly wage rates: chief stationary enginemen $48 to $65 in zones I and II, $46 to $65 in zone III; enginemen 73 cents to 88 cents per hour in zones I and II, 70 cents to 85 cents in zone III; skilled machinery workers 93 cents in all zones; firemen 65 cents in zones I and II, 62 cents in zone III; chief cook, chief baker, chief butcher, chief launderer, chief shoemaker $43 in zone I, $42 in zone II, $41 in zone III; assistant chief cook $41 in zone I, $40 in zone II, $39 in zone III; cooks, butchers, launderers, shoemakers, bakers from $33 in the first 6 months to $40 after one year in zone I, from $31 to $39 in zone II, from $29 to $38 in zone III; motor-vehicle drivers from $27 during the first 6 months to $40 after 4 years in zone I, from $25 to $39 in zone II, from $23 to $38 in zone III; orderlies or patient attendants from $27 in the first 6 months to $40 after 4 years in zone I, from $27 to $39 in zone II, from $27 to $38 in zone III; certificated orderlies from $31 during the first 6 months to $41 after one year in all 3 zones; orderly (with diploma) from $34 during the first 6 months to $44 after one year in all 3 zones; construction tradesmen in districts in which there is no building trades agreement in force—skilled workers $39 in zones I and II, $35 in zone III; labourers $31 in zones I and II, $29 in zone III; other male employees not included in the foregoing—from $26 during the first 6 months to $38 after 4 years in zone I, from $25 to $37 in zone II, from $23 to $35 in zone III; regular female employees — departmental superintendents from $16 during the first 6 months to $22 after 3 years in all 3 zones; female tailor from $17 during the first 6 months to $21 after 3 years in all 3 zones; office employees, teachers, technicians' helpers, cooks from $15 during the first 6 months to $20 after 3 years in zone I, from $14 to $19 in zone II, from $13 to $18 in zone III; female service employee, female cook's helper, female launderer, seamstress and pressing room employees from $13 during the first 6 months to $18 after 3 years in zone I, from $12 to $17 in zone II and from $11 to $16 in zone III; junior employees (female) $11 in all 3 zones; female employees not included in the foregoing—from $12 during the first 6 months to $17 after 3 years in zone I, from $11 to $16 in zone II and from $10 to $15 in zone III; occasional employees (male and female) will be paid at the *pro-rata* of the hours worked in the course of the regular work week of the said employees and according to the hourly, daily or weekly minimum rates established in this agreement for the category to which they belong, as per the *scale for the first 6 months* with the exception of the following: stationary enginemen and firemen, construction tradesmen, etc. who will be paid the rates established in this

agreement or in the case of construction tradesmen the rates established for skilled workers and labourers where an agreement is in force for the building trades in the district affected by this agreement. (The above rates represent increases ranging from $1 to $3 per week for those employees paid on a weekly basis and 6 cents per hour for those paid hourly.) Rates for regular nurses from $29 during the first 6 months to $34 after one year in all 3 zones and rates for apprentices (construction tradesmen) from 40 per cent in the first year to 75 per cent of the wage rate of the maintenance men in the fourth year remain unchanged from those previously in effect.

Employees with one year or more of service will be entitled to 6 days of absence with pay due to illness, subject to certain conditions.

Vacation with pay for employees other than nurses and orderlies: in addition to an annual vacation with pay of at least 7 days after one year's service or a continuous annual vacation with pay of at least as many half days as there are calendar months of continuous service for one employer, as previously in effect, employees are now entitled to a continuous annual vacation with pay of at least 14 days after 7 years' service with one employer. The provision governing vacations with pay for nurses and orderlies remains unchanged.

As previously in effect where room and board are provided employees may not be charged in excess of $6 per week for both. In this amendment certificated nurses and regular female employees are now entitled to a weekly allowance of $3 if they cannot be provided with a room within the institution.

Industrial Standards Acts, etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, New Brunswick, Ontario and Saskatchewan

Recent proceedings under the Industrial Standards Acts, Etc.* include one schedule made binding for the first time and three new schedules, all summarized below.

NOVA SCOTIA

Construction

CARPENTERS, SYDNEY.

An Order in Council, dated November 25, and gazetted December 6, makes binding the terms of a new schedule for carpenters at Sydney, to be in effect from December 16, 1950, to May 31, 1951.

The terms of this schedule are similar to those which were previously in effect and summarized in the LABOUR GAZETTE of April, 1950, p. 518, with the exception of the following:—

Minimum hourly wage rate for journeymen carpenters is now $1.40 per hour instead of $1.35 plus 2 cents per hour in lieu of vacation with pay (vacation pay not included in calculating overtime pay) as previously in effect. Rates for apprentices are increased by 3 cents per hour and are now as follows: from 71½ cents per hour during the first 500 hours to $1.26 during the eighth 1,000 hours.

Vacation: the provision governing the addition of 2 cents per hour to the minimum hourly rate for journeymen carpenters in lieu of vacation with pay mentioned in the former schedule is not included in this latest Order in Council.

NEW BRUNSWICK

Construction

ELECTRICAL WORKERS, MONCTON.

An Order in Council, approved December 13, and gazetted December 20, makes binding the terms of a first schedule for electrical workers (exclusive of apprentices) in the zone comprising the area within a radius of 5 miles from the City Hall in the City of Moncton and including the village of Dieppe, to be in effect from January 2, 1951, to March 31, 1951.

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week. If, on a regular working day, the nature of the work or the conditions prevailing are such to necessitate the carrying out of the work at periods other than the regular working periods, it may be carried out at other periods of the day and such periods will be known as *special working periods.* Hours for such periods shall not exceed in the aggregate 7½ hours Monday through Friday and 3¾ hours on Saturday.

Overtime is payable at the rate of $1.88 per hour for work performed during the first 4 hours on a regular working day, other than during a regular working period or a special working period; double time thereafter and on Sundays and 9 specified holidays. Work on Labour Day will be performed only under exceptional circumstances.

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* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, April 1950, page 518.

Minimum hourly wage rates: $1.25 per hour during regular working periods; $1.33 per hour for work done during special periods.

This schedule shall not apply to any employee who is engaged to do the work of a maintenance man and who is in receipt of a regular salary nor to those employees engaged as linesmen.

ONTARIO

Manufacturing

Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF ONTARIO.

An Order in Council, dated November 30, and gazetted December 16, makes binding the terms of a new schedule for the cloak and suit industry for the Ontario zone to be in effect from December 26, 1950, "during pleasure".

Hours remain unchanged at 8 per day Monday through Friday, a 40-hour week. No work will be performed on any of 5 specified holidays; such holidays will be paid for at regular rates providing employees have been engaged in the industry upwards of 12 months and in the employ of an employer upwards of 3 months. (The previous schedule did not provide for paid holidays.)

Overtime: time and one-half for work performed in excess of the regular working hours. Overtime is restricted to a limited amount and then only as authorized by a permit issued by the advisory committee. (Previously any authorized overtime was paid at regular rates.)

Minimum hourly wage rates: occupations are grouped into various classes as follows: —class "A"—machine presser, section operator, skilled cutter, skilled operator, top presser $1.20; class "B"—under presser $1.14; class "C"—skilled fur tailor $1; class "D"—trimmer 96 cents; class "E"—semi-skilled cutter, semi-skilled operator 92 cents; class "F"—piece presser 90 cents; class "G"—assistant fur tailor, hand baster, machine baster, special machine operator 76 cents; class "H"—finisher, lining maker, skirt maker 74 cents; class "I"—button sewer, general hand or examiner 52 cents per hour. (The rates shown above represent increases over the previous schedule in 1945, ranging from 13 cents per hour for class "I" to 29 cents for class "A" with the exception of class "F" whose rate is increased by 39 cents per hour.) Employees engaged on a time-work basis required to work only part of a regular day are entitled to not less than 4 hours' pay at regular rates. The advisory committee is authorized to set lower minimum rates for those workers who perform work included in more than one classification of employees, for those workers whose work is only partly subject to the provisions of this schedule or for those workers who are handicapped.

Each employer is assessed an amount equal to one-half of one per cent of his payroll and each employee one-half of one per cent of his wages to be paid to the advisory committee for revenue for the enforcement of the schedule.

SASKATCHEWAN

Manufacturing

Vegetable Foods

BAKERS AND BAKERY SALESMEN, MOOSE JAW.

An Order in Council, dated December 12, and gazetted December 23, makes binding the terms of a new schedule for bakers and bakery salesmen at Moose Jaw and within a radius of 5 miles, to be in effect from January 2, 1951, "during pleasure". This schedule is similar to the one previously in effect and summarized in the LABOUR GAZETTE issues of June, 1948, p. 622; March, 1949, p. 304, December, 1949, p. 1561, with the following exceptions:—

Minimum weekly wage rates in the present schedule represent increases ranging from $4 to $4.50 per week for most classifications in the baking industry with the exception of bakery salesmen whose rates remain unchanged ($30 per week guaranteed) but with the addition of a clause which provides an extra compensation of $2.50 per week to be paid to each salesman. Certain new classifications are added and are as follows: —ovenman's helper $32, maintenance man's helper $32.50, bread wrapper's helper $30.50, female finishers and cake wrappers $29, female bread racker and packer $26.50. New inexperienced employees will receive 10 per cent less than the rates established in the present schedule during the first 3 months, 5 per cent less in the second 3 months and at the end of 6 months will be paid the prevailing rates. Female employees performing the duties of a male will be paid not less than 100 per cent (previously 90 per cent) of that paid classification on the principle of *equal pay for equal work.*

Extra compensation of 10 cents per hour will be paid for all work performed between the hours of 9 p.m. and 6 a.m. instead of between 10 p.m. and 5 a.m. as previously in effect.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During December

(1) ***Works of Construction, Remodelling, Repair or Demolition.***

During the month of December the Department of Labour prepared 69 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 95 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are *"minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) ***Contracts for the Manufacture of Supplies and Equipment.***

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture	2	$ 214,483.70
Canadian Commercial Corporation	8,897	32,394,106.18
Post Office	13	194,228.51
Public Works	3	35,982.00
R.C.M.P.	4	119,680.00

(3) ***Arrears of Wages***

During the month of December the sum of $1,599.42 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed by the Department to the 39 employees concerned.

78060—5½

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Bedford, N.S.	Installation of lightning rods on 32 buildings, R.C.N. Magazine.	H. L. Lynch Ltd., Halifax, N.S.	$ 5,400 00	*
Renous, N.B.	Dismantling 50,000 gallon steel water tank at Yarmouth, N.S., and re-erection of same.	Canadian Erectors Limited, Montreal, P.Q.	9,900 00	Oct. 2, 1950
St. Hubett, P.Q.	Replacement of floor and interior painting of Drill Hall, R.C.A.F. Station.	E. R. Casey Construction Co., Ltd., Montreal, P.Q.	9,000 00	Oct. 10, 1950
Valcartier, P.Q.	Construction of stop butt for inspection services (Artillery Proofing.)	Beaudet & Fils, Quebec, P.Q.	12,669 00	Oct. 31, 1950
Valcartier, P.Q.	Construction of velocity range at Dominion Arsenal	Beaudet & Fils, Quebec, P.Q.	19,285 00	Jan. 2, 1951
Camp Borden, Ont.	Repairs and paving of roads, R.C.A.F. Station	Brennan Paving Co., Ltd., Hamilton, Ont.	10,484 00	Jan. 4, 1951
Clinton, Ont.	Sub-floor replacements and alterations to buildings, R.C.A.F. Station.	Gorodn M. Ritchie & Company, Clinton, Ont.	112,984 00	Jan. 3, 1951
Toronto, Ont.	Installation of two ram type oil hydraulic stokers, and alterations to boiler fronts, Chorley Park Military Hospital.	Power Plant Contractors Ltd., Toronto, Ont.	8,052 00	Sept. 22, 1950
Toronto, Ont.	Refurbishing, erecting new construction, and dismantling of booths at the Canadian International Trade Fair (1951), Exhibition Park.	Design-Craft Ltd., Toronto, Ont.	257,879 00	Jan. 4, 1951
Trenton, Ont.	Repairs to roads, R.C.A.F. Station, No. 6 Repair Depot.	H. J. McFarland Construction Co., Ltd., Picton, Ont.	9,990 98	Dec. 28, 1950
Regina, Sask.	Repairs to roof of No. 16, R.O.D. warehouse, D.N.D. Building.	Harvey Lumam Construction Co. and Blondin Roofing Co., Regina, Sask.	35,000 00	Jan. 3, 1951
Central Mortgage and Housing Corporation				
Kenna's Hill, Nfld.	Landscaping 22 units	Newfoundland Stone Products & Paving Ltd., St. John's, Nfld.	4,356 00	*
St. John's, Nfld.	Landscaping around buildings 4 and 10	Newfoundland Stone Products & Paving Ltd., St. John's, Nfld.	1,815 00	*
St. John's, Nfld.	Installation of power and distribution system	Newfoundland Light & Power Co., Ltd., St. John's, Nfld.	1,510 00	*
Summerside, P.E.I.	Landscaping	Rosehall Nurseries Ltd., Brantford, Ont.	24,900 00	*
Moncton, N.B.	Gravelling driveways	Frank Mathews, Moncton, N.B.	1,040 00	*
Saint John, N.B.	Installation of one pump and air vents to heating system	W.E. Emerson & Sons, Saint John, N.B.	1,183 00	*
Ajax, Ont.	Professional services, designing, supervising, testing	H. H. Angus & Associates Ltd., Toronto, Ont.	1,150 00	*
Ajax, Ont.	Installation of sewers and watermains and construction of roadways.	Scott-Jackson Construction Ltd., New Toronto, Ont.	63,323 50	Nov. 25, 1950
Barriefield, Ont.	Excavation and grading of drainage ditch	T. D. K. Rooney Construction Co., Kingston, Ont.	2,322 75	*
Barriefield, Ont.	Supply of earth fill	McGinnis & O'Connor, Kingston, Ont.	2,400 00	*
Belleville, Ont.	Landscaping and driveways of 100 houses	H. H. Sutton, Toronto, Ont.	16,500 00	*
Elmira, Ont.	Installation of storm sash—projects No. 1 and No. 2	Clare Russell, Galt, Ont.	4,060 21	*
Orillia, Ont.	Winterizing houses	Bruce Construction Co., Washago, Ont.	2,912 50	*
St. Catharines, Ont.	Covering plywood sided houses with asbestos shingles	Chester Stewart, St. Catharines, Ont.	6,433 35	Nov. 15, 1950
Windsor, Ont.	Installation of fire stops and repairing porch posts	B.DeSanti Contracting Co., Windsor, Ont.	2,712 50	*
Windsor, Ont.	Elimination of deficiencies	B. DeSanti Contracting Co., Windsor, Ont.	4,050 20	*
Montreal, P.Q.	Construction of housewalks	Louis B. Magil, Montreal, P.Q.	2,240 00	*
St. Laurent, P.Q.	Bulldozing and fill—148E and F	S. D. Miller & Sons, Montreal, P.Q.	1,060 00	*
Brandon, Man.	Insulation of 100 houses	C. A. Killeen & Sons Ltd., Winnipeg, Man.	6,700 00	Nov. 29, 1950
Winnipeg, Man.	Construction of an underground water storage reservoir	Harris Construction Co., Ltd., Winnipeg, Man.	19,276 00	Oct. 18, 1950
Winnipeg, Man.	Insulation of 85 houses	C. A. Killeen & Sons Ltd., Winnipeg, Man.	5,410 00	Nov. 29, 1950
Moose Jaw, Sask.	Application of prime strapping to correct shrinkage	G. H. Bender, Moose Jaw, Sask.	1,325 00	*
Esquimalt, B.C.	Construction of a 20-room school—Stage IV—Belmont Park	McGinty & Sons, Victoria, B.C.	409,998 00	Oct. 16, 1950
New Westminster and Vancouver, B.C.	Application of fire retardant paint to projects—H.E.C.L./50.	Valley Decorators, Vancouver, B.C.	14,729 00	Oct. 20, 1950

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING DECEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Vancouver, B.C.	Removal of backfill from basement	Howard Shields, New Westmister, B.C.	$ 1,155 93	*
Vancouver, B.C.	Maintenance of watermains	Baynes Manning Ltd., Vancouver, B.C.	2,163 99	*
Vancouver, B.C.	Installation of walks	Dick & Perkins Construction Co., Vancouver, B.C.	3,492 94	*
Vancouver, B.C.	Building of sidewalks	W. J. Dick Ltd., Vancouver, B.C.	3,188 15	*
Vancouver, B.C.	Maintenance of roads, lanes and drains	Monarch Construction Co., Ltd., Vancouver, B.C.	3,518 70	*
Vancouver, B.C.	Rough grading at "Fraserview"	Howard Shields, New Westminster, B.C.	4,816 72	*
Defence Construction Limited				
Summerside, P.E.I.	Construction of VHF/DF Station Facilities	M. F. Shurman Co., Ltd., Summerside, P.E.I.	4,990 00	*
Dartmouth, N.S.	Installation of steam generating plant	Babcock-Wilcox & Goldie-McCullough, Ltd., Galt, Ont.	279,828 00	Aug. 31, 1950
Dartmouth, N.S.	Installation of ash handling equipment	Power Plant Contractors, Toronto, Ont.	15,903 00	Aug. 31, 1950
Montreal, P.Q.	Additional accommodation, R.C.A.F. reserve—(D'Allaird Building).	Building Renovation, Ltd., Montreal, P.Q.	60,000 00	Dec. 6, 1950
Quebec, P.Q.	Construction of barrack block	Freres Jobin Inc., Quebec, P.Q.	228,947 00	Aug. 11, 1950
Valcartier, P.Q.	Excavation, concrete and steel for the construction of a laboratory building.	Magloire Cauchon, Ltd., Quebec, P.Q.	46,950 00	Sept. 25, 1950
Victoriaville, P.Q.	Additions and alterations to Armoury	Williams Construction Co., Sherbrooke, P.Q.	31,450 00	Sept. 5, 1950
Barriefield, Ont.	Construction of 10" water main	T. D. K. Rooney Construction, Kingston, Ont.	33,875 00	Dec. 13, 1950
Barriefield, Ont.	Construction of barrack block	M. Sullivan & Sons, Arnprior, Ont.	1,074,872 00	Jan. 11, 1951
Camp Borden, Ont.	Construction of barrack block and mess	Hill Clark Francis, Ltd., New Liskeard, Ont.	847,799 00	Sept. 29, 1950
Centralia, Ont.	Rehabilitation of airmen's mess kitchen, R.C.A.F. Station	Sterling Construction, Windsor, Ont.	23,933 00	July 25, 1950
London, Ont.	Construction of an engine run-in and test building	Sid. Jones Construction Co., London, Ont.	29,246 00	Jan. 10, 1951
Ottawa, Ont.	Construction of Phase 2 of Defence Research Electronics Laboratory—Montreal Road.	Doran Construction Co., Ottawa, Ont.	568,043 00	Sept. 5, 1950
Rockcliffe, Ont.	Construction of security fence	Lundy Fence Co., Toronto, Ont.	1,640 00	Sept. 30, 1950
Camp Shilo, Man.	Construction of two (2) barrack blocks and two (2) messes	Bird Construction Co., Winnipeg, Man.	1,646,630 00	Sept. 29, 1950
Winnipeg, Man.	Alteration to steam distribution system	John Plaxton Co. Ltd., Winnipeg, Man.	51,300 00	Aug. 22, 1950
Ralston, Alta.	Construction of picket fences around residences	Hislop Construction Co., Edmonton, Alta.	39,306 47	Aug. 17, 1950
Suffield, Alta.	Drilling gas wells, Experimental Station	R. P. Medhurst & Sons, Calgary, Alta.	64,937 00	Aug. 8, 1950
Wainwright, Alta.	Construction of a 40 vehicle garage	Disher Steel Construction Co., Toronto, Ont.	98,105 00	Sept. 29, 1950
Boundary Bay, B.C.	Erection of fences	D. M. MacKenzie & Sons, Vancouver, B.C.	9,197 87	Aug. 28, 1950
National Harbours Board				
Vancouver Harbour, B.C.	Reconstruction of elevator No. 4	Commonwealth Construction Co., Ltd., Vancouver, B.C.	8,700 00	Oct. 7, 1950
Vancouver Harbour, B.C.	Renewal of fender dolphins, No. 3 Jetty	W. Greenlees, Vancouver, B.C.	3,392 00	Dec. 15, 1950
National Research Council				
Ottawa, Ont.	Construction of the Thermodynamics Laboratory, Montreal Road.	G. A. Crain & Sons Limited, Ottawa, Ont.	375,000 00	Nov. 6, 1950

Department of Public Works

Bonavista, Nfld.	Construction of a deep water wharf	North Shore Construction Co., Ltd., Montreal, P.Q.	184,769 40	July 31, 1950
St. John's, Nfld.	Alterations to 2nd floor, Customs Building	Horwood Lumber Co., Ltd., St. John's, Nfld.	7,875 00	Oct. 7, 1950
Souris, P.E.I.	Breakwater repairs	H. J. Phillips & Son, Charlottetown, P.E.I.	26,856 25	Aug. 22, 1950
Blue Rocks (Sandy Cove), N.S.	Construction of a breakwater	Atlantic Bridge Co., Ltd., Lunenburg, N.S.	33,455 00	Aug. 11, 1950
Halifax, N.S.	Installation of automatic sprinklers—Camp Hill Hospital, Pavilions "B" and "C".	Dominion Sprinkler Co., Ltd., Montreal, P.Q.	18,650 00	Nov. 15, 1950
Chocolate Cove, N.B.	Wharf repairs	Diamond Construction Co., Ltd., Fredericton, N.B.	22,368 00	Sept. 27, 1950
Lower St. Louis, N.B.	Wharf extension	Chaleur Construction Co., Ltd., Jacket River, N.B.	19,799 15	Aug. 25, 1950
Saint John, N.B.	Alterations and additions—Lancaster Hospital—Phase 11	Richard & B. A. Ryan Ltd., Montreal, P.Q.	1,225,320 00	Nov. 15, 1950
Etang du Nord, P.Q.	Harbour improvements	Gulf Maritime Construction Ltd., Matane, P.Q.	198,495 00	Oct. 4, 1950
Grande Greve, P.Q.	Construction of a fishing harbour	Marcel Gauvier & J. E. Keays, Grande Riviere, P.Q.	95,258 95	Aug. 1, 1950
Lauzon, P.Q.	Construction of toilet building, Lorne Dry Dock	J. Lionel Bizier, Quebec, P.Q.	37,747 00	June 27, 1950
Moffette, P.Q.	Wharf extension	Paul O. Goulet, Marcel Larouche & Remi Goulet, Fabre Station P.Q.	25,624 20	Oct. 16, 1950
Montreal, P.Q.	Installation of new high pressure steam lines, Queen Mary Veterans' Hospital.	C. J. Dryden Co., Ltd., Westmount, P.Q.	9,892 00	Sept. 23, 1950
Petite Madeleine, P.Q.	Construction of a wharf	Capt. Edgar Jourdain, Cap Chat, P.Q.	341,220 00	Aug. 31, 1950
Quinze Dam (Angliers), P.Q.	Rip-rap protection	Paul O. Goulet & Albert Therien, Fabre Station, P.Q.	10,659 00	Oct. 5, 1950
Rimouski, P.Q.	Wharf reconstruction (electric lighting system)	La Compagnie de Construction Mitis Ltee., Rimouski, P.Q.	11,065 00	Sept. 29, 1950
Ste. Felicite, P.Q.	Wharf reconstruction	Gulf Maritime Construction Ltd., Matane, P.Q.	58,780 00	Oct. 6, 1950
Ste. Foy, P.Q.	Erection of Veterans' Hospital for D.V.A.—Phase IV	A. Deslauriers & Fils, Ltee., Quebec, P.Q.	4,777,012 00	Oct. 24, 1950
St. Hyacinthe, P.Q.	Installation of automatic sprinklers—Hospital Building No. 52, Pavilion, and Building No. 67—Infirmary.	Dominion Sprinkler Co., Ltd., Montreal, P.Q.	13,300 00	Nov. 8, 1950
Amherstburg, Ont.	Installation of automatic sprinklers, Bellevue Veterans' Home.	C. Vic. Peters Co., Ltd., Hamilton, Ont.	5,940 00	Oct. 30, 1950
Ottawa, Ont.	Additions and alterations—Physical Metallurgy—Research Laboratories—Building "D" (Booth Street).	Ross-Meagher Ltd., Ottawa, Ont.	249,000 00	Dec. 1, 1950
Moosomin, Sask.	Erection of Dominion Public Building	Piggott Construction Co., Saskatoon, Sask.	136,450 00	Nov. 8, 1950
Regina, Sask.	Road surfacing—R.C.M.P. Barracks	Dorosz Bros., Regina, Sask.	5,250 00	Nov. 13, 1950
Edmonton, Alta.	New loading platform and vestibule, etc., Public Building.	James C. Haddow, Edmonton, Alta.	8,400 00	Dec. 1, 1950
Pacific Highway, B.C.	Construction of Bus Terminal and Examining Warehouse.	Allan & Viner Construction Co., Ltd., Vancouver, B.C.	270,770 00	Nov. 25, 1950
Tittle Passage, Canso, N.S.	Dredging	Diamond Construction Co., Ltd., Fredericton, N.B.	23,220 40	*
Vancouver, B.C.	Wooden discharge pipe pontoons (32′ x 12′ x 2′ 5″) for dredge P.W.D. No. 305 (King Edward)	Vancouver Shipyards Ltd., Vancouver, B.C.	15,822 00	*

Department of Transport

Perroquet Island, P.Q.	Construction of two dwellings	Peninsula Construction Co., Ltd., Gaspe, P.Q.	30,000 00	July 4, 1950
Sorel, P.Q.	Erection structural steel, workshop buildings	Lord & Co., Ltd., Montreal, P.Q.	11,000 00	Nov. 6, 1950
Patricia Bay, B.C.	Construction of additional fencing at airport	Premier Construction Co., Ltd., Vancouver, B.C.	7,829 00	Aug. 24, 1950
Levis, P.Q.	Construction of welded steel dump scow	Geo. T. Davie & Sons Ltd., Lauzon, P.Q.	34,315 00	*

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Recent Regulations Under Provincial Legislation

In Saskatchewan, a revised program of apprenticeship and qualification of tradesmen designed to increase the number of skilled tradesmen in the Province and to improve the quality of workmanship became effective on February 1. New regulations covering 13 designated trades provide for the holding of certificates by apprentices and tradesmen. For the present, however, certification is compulsory in three trades only—barbering, beauty culture and motor vehicle mechanics repair. Beginners', fourth, third and second class certificates will be issued at various stages of training leading to journeyman status. Trade advisory boards, now required to be established for every trade, have wider advisory and appeal powers.

British Columbia Health Act

Shellfish Industry

The Deputy Minister of Health and the Medical Health Officer are given wider powers to conduct investigations in the shellfish industry, by an Order in Council of December 30, gazetted on January 11, which amends the general regulations (L.G., 1949, p. 1124).

Investigations are authorized into the methods used for growing or producing shellfish and the facilities used for handling, storing, shucking and processing them. Samples may be taken for examination purposes. For such purposes, the Medical Health Officer may enter and examine any building, equipment, vehicle, boat or other place or thing. Where unsanitary conditions are found, the operator may be ordered to close down all or part of his business until these conditions are remedied and until permission to reopen has been granted by the Medical Health Officer. For failure to comply with such an order, the operator is liable to penalty.

British Columbia Hospital Insurance Act

The general regulations under the Act (L.G., 1950, p. 1065) were amended with regard to the payment for hospital services rendered by hospitals outside of British Columbia, by an Order in Council of January 8, gazetted on January 18.

Payments will be calculated on the basis of the public ward rate charged by the hospital, as previously, but for new born babies the maximum rate which may be paid is $3 a day. For other beneficiaries the maximum payment remains at $6.50 a day, and in both cases payment will not be made for more than 30 days unless the Minister authorizes a longer period.

British Columbia Factories Act

Correction

An error appeared in the January issue of the Labour Gazette in the review of the Regulations governing moving stairways under the British Columbia Factories Act.

In the first paragraph on page 75 it was stated that an electric motor must not be used as a driving means for more than one moving stairway, and the drive machine must be connected to the main drive-shaft by toothed gearing or a coupling and not by a chain. Instead of the words *and not by a chain* the summary should have read *or must be connected by a chain.*

Manitoba Public Health Act

An amendment was made to that part of the general regulations under the Public Health Act which has to do with Industrial and Construction Camps to increase the amount which may be deducted from the wages of an employee in a mining or lumbering camp, etc., for medical, surgical and hospital care, treatment and medicine. The amendment (50/50) was filed on December 29 and gazetted on January 6.

The general regulations require an employer to enter into a contract with one or more qualified medical practitioners and, if required, one or more hospitals, for medical, surgical and hospital care of his employees, and for regular inspection and supervision of the camp. All contracts must be approved by the Minister.

A maximum of $1.50 per month may now be deducted by an employer whose workmen so agree by passing a resolution by a two-thirds majority vote of the employees present at a meeting specially called for the purpose, or it may be deducted by agreement with the recognized bargaining agent which represents the employees. The authorization for the deduction will not be effective until a certified copy of the resolution and minutes of the special meeting or of the agreement with the bargaining agent is filed with the Minister of Health and Public Welfare.

If no such agreement is made, the maximum amount which the employer may deduct for health services is, as before, $1.

As previously, where work is carried out by a contractor or sub-contractor, the employer may deduct and retain from money payable to him the above amount for each employee and the contractor or sub-contractor may then deduct a similar amount from the pay of his employees.

Quebec Industrial and Commercial Establishments Act

Employees of the Provincial Employment Service are given the same powers as inspectors of commercial and industrial establishments with regard to enforcing the provisions of Part IV of the Act which governs the employment of boys and girls under 18 years. This change was made by a by-law approved by Order in Council (No. 50) of January 11, gazetted on January 27.

The powers of inspectors are set out in Part VII of the Act and include the right to enter industrial and commercial establishments at all reasonable times, to demand the production of records, to hold inquiries when deemed necessary and to make suggestions to the proper authorities in the interest of the health and safety of employees.

Under the Quebec Act, the minimum age for employment in a factory, shop, hotel or restaurant or in messenger or delivery service is 14 years, and for children who cannot read and write fluently (unless they are attending night school) the minimum age is 16 years. Permits are issued by the Provincial Employment Service of the Quebec Department of Labour for employment by 14- and 15-year-olds.

An employer is required to have a certificate of age signed by the parent or guardian for each child under 16 who is working in his establishment. An inspector may ask to see such certificate and may require it to be verified by affidavit. Further, the inspector may request that a child at work in a factory be examined by a doctor, and on the advice of the doctor the child may be discharged as under age or physically unfit.

In order to be employed, a boy or girl under 16 must also have a "certificate of study", to the inspector's satisfaction, and produce it whenever called upon to do so. Parents and guardians must, whenever possible, have the certificates of study verified by the inspector.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

A complete revision of the general regulations governing apprentices and tradesmen and of the special rules for the various trades designated under the Apprenticeship and Tradesmen's Qualification Act, 1950,[1] was made by an Order in Council of December 12 (O.C. 2128/50), and gazetted on January 13. The regulations became effective on February 1.

The Apprenticeship and Tradesmen's Qualification Act (L.G., 1950, p. 888), which replaces the Apprenticeship Act of 1944, provides authority for the qualifying of tradesmen as well as apprentices. In line with this enactment, the new regulations lay more emphasis on tradesmen's qualification and provide for the upgrading by training of persons already engaged as semi-skilled tradesmen who are not apprentices. The Act stipulates that a person in any city or in the towns of Estevan and Melville and within a five-mile radius of these areas who is required by regulation to hold an apprentice's or tradesman's certificate must not work at his trade without the required certificate. The new regulations now make certification of apprentices and tradesmen compulsory in three trades—barbering, beauty culture and motor vehicle mechanics repair.

The scope of the general regulations has been widened to include the provisions relating to wages in all but the trades of electricians, barbers and beauticians. These were formerly prescribed in the trade rules. Included also in the general regulations are sections dealing with examinations, certification, registration of employers and inspections. The special rules for the

[1] By Proclamation of January 9, gazetted January 20, the list of trades designated in Schedule A of the 1950 Act was revised to include the trade of motor vehicle body repair and to remove the trades of steamfitting, natural gas and petroleum pipe fitting and weekly newspaper printing. The 13 designated trades now listed are bricklaying, carpentering, plumbing, painting, plastering, sheet metal work, electrical, electric arc welding, oxyacetylene welding, motor vehicle mechanics repair, motor vehicle body repair, barbering and beauty culture.

various trades now merely deal with the length of the training period, the ratio of apprentices to journeymen, examination fees and renewals of certificates. The form of the apprenticeship contract is appended to the general regulations.

The principal changes relate to provision for trade advisory boards for each designated trade, the length of the training period for qualification as a journeyman, the granting of time credits to tradesmen and apprentices for previous training, and to the certification of both apprentices and tradesmen. The ratio of apprentices permitted for each journeyman has been made more uniform and the wage scale, still based on a percentage of the journeyman's rate, is now the same for all trades except those of electricians, barbers and beauticians. The length of the class training period for apprentices and the prescribed syllabus of training are no longer set out in the regulations. It is now left to the Director of Apprenticeship, after consultation with the trade advisory board, to prescribe the kind of training each apprentice must undergo.

Trade Advisory Boards and Examination Boards

A trade advisory board or boards, consisting of at least five members and two alternate members, appointed by the Minister, must now be set up for every designated trade. One member, who will act as chairman, must be an inspector and the other members and alternates must be equally representative of employers and workers in the designated trade. The duties of the boards are to assist in establishing or revising trade tests and examinations, training syllabi, and credits to be allowed for time worked at the trade and for trade training and to make recommendations to the Director in any matter concerning apprenticeship or tradesmen's qualification.

Local committees are in operation in a number of the designated trades but previously they were not provided for in the Act or regulations.

As before, the Director may appoint in any designated trade a trade examining board or boards consisting of an inspector and an equal number of employer and employee members or alternate members of any trade advisory board, but the trade advisory board may recommend that the examining board consist of an inspector only, or that an inspector conduct all or part of the examinations in a designated trade. When an application of an apprentice or tradesman for a certificate of status in any trade is placed before it, the examining board must examine the application; recommend to the Director which applicants should be granted a certificate of status without examination; examine every applicant referred to be examined; make recommendations to the Director concerning the status of every applicant and send to him all such recommendations, together with all examination papers, applications and related documents.

Length of Training Period

The minimum number of hours which must be worked in the various designated trades by any person before he may be granted a journeyman's certificate is set out below and includes the three months' probationary period and time credits for appropriate trade training.

	Minimum Number of Hours
Plumbing Motor vehicle mechanics repair	10,000
Carpentry Sheet Metal Electric Arc welding* Oxyacetylene welding* Electrical Motor vehicle body repair	8,000
Bricklaying Plastering Painting	6,000
Barbering Beauty Culture	4,000

*A person qualified in one class of welding may obtain a certificate in the other class after only 2,000 hours.

Under the former regulations, the training period, which applied only to apprentices, ranged from 4,000 hours to three, four or five years (except in barbering and beauty culture where the term was 18 months), with provision for a reduction for specialized training.

Rates of Pay

In all trades except barbering and beauty culture, during the first 1,000 hours of the apprenticeship period an apprentice must receive the greatest of three amounts: (1) 50 cents an hour or (2) 40 per cent of the journeyman's prevailing hourly rate or (3) 40 per cent of the average hourly rate currently being paid to the journeymen in the trade by his employer. Thereafter, on the completion of each subsequent 1,000 hours, the apprentice's wages must be increased by reasonably equal amounts until at the commencement of the last 1,000 hours of apprenticeship he is receiving at least 90 per cent (75 per cent in the electrical trade) of the prevailing journeyman's rate or of the rate paid by his employer to journeymen employed in the trade, whichever rate is greater.

Time and one-half his regular wage rate must be paid for all time during which an apprentice is required to work or be at the disposal of his employer in excess of the prevailing hours fixed by the Director of Apprenticeship.

In the barbering trade, no contract of apprenticeship may provide for wages less than $18 a week for the first six months of apprenticeship; for the second six months an apprentice must receive $18 a week *or* 50 per cent of his gross earnings, whichever amount is greater; during the third six months he must receive the greater of either $21 a week *or* 55 per cent of gross earnings; and during the final six months' period $25 a week *or* 60 per cent of gross earnings, whichever is greater.

Wage rates in beauty culture must be not less than:—

1st 6 months.....$18
2nd 6 months..... 18
or,
if greater, 40 per cent of apprentices's gross earnings for work on permanent waves or 60 per cent of his gross earnings in all other work.
3rd 6 months.....$21
or
as for 2nd 6 months.
4th 6 months current minimum wage
or
as for 2nd 6 months.

Under the former rules for barbers and beauticians the rates were lower than the above and varied according to whether the apprentice was employed in the cities and towns or in the rest of the Province. Previously, in these trades no wages were paid during the first six months of the apprenticeship period (L.G., 1947, p. 61).

Ratio of Apprentices to Journeymen

A ratio of one apprentice for every three journeymen employed by an employer is now fixed for all trades except the electrical and sheet metal trades. The number of apprentices permitted in the electrical trade remains at one for every journeyman, and in the sheet metal trade one for every two journeymen employed. If however, an employer employs fewer than the number of journeymen prescribed, but at least one journeyman, he may engage one apprentice. Where an employer employs no journeymen but is himself a journeyman, he may employ one apprentice.

Certificates of Status

Every tradesman engaged in barbering, beauty culture and motor vehicle mechanics repair in and within a five-mile radius of cities and the towns of Estevan and Melville is required to hold a certificate of status. The certificate issued to an apprentice must indicate that the holder has the status of a beginner, fourth, third or second class apprentice. The certificate of a person other than a registered apprentice must indicate a status equivalent to the above-mentioned classes, or the status of journeyman.

For a certificate of second class status 75 per cent of the total number of hours required for journeyman's status in the trade must be worked; for third class status, 50 per cent; and for fourth class status, 25 per cent. In addition, the minimum marks required by the Director for such status must be obtained in any examination taken.

Where a person has obtained appropriate trade training or has worked in the trade, the minimum period required to obtain a certificate of status may be reduced by a time credit granted by the Director.

A certificate of journeyman's status in any designated trade may be issued without examination provided that the person completed the total time required before January 1, 1945. The same fee must be paid for the certificate as if an examination were taken. However, the employer, a trade examining board, or a trade union which has membership in the trade in question, may apply to the Director requesting that such person take an examination and giving reasons for this request. After consultation with the examining board, the Director may require the person to undergo an examination and pay the necessary fee and his certificate of status may be revoked if he fails to do so without good cause.

A person required to hold a certificate of status who has not had the opportunity to take an examination, or who has good reason for not doing so, may be granted a permit or temporary certificate of status, effective for 30 days after the date on which he is notified that he must be examined.

Except in the case of an appeal, six months must elapse after a certificate of status is issued or an examination taken before a person may take a further examination to improve his status or before another certificate of status may be issued. However, at any time during the last six months of the minimum training period required to obtain journeyman's status, an apprentice or tradesman may apply for a journeyman's certificate. Such person will be notified of the result of the examination but he will not be given his certificate until he completes the minimum training period.

Notice of appeal against the status granted by an examination may be filed with the Director by any person within

nve days after receiving his certificate. The Director must refer the appeal to an examining board other than the original board to inquire into the matter and, after receiving its recommendation, he may decide the action to be taken. A fee of $25 must be paid if the appeal is granted, in addition to the fee for any examination taken as the result of the appeal. However, the fee for appeal will not be required if, as a result of the appeal, the person is granted a certificate of higher status. The fee for a special oral examination is $25.

The regular examination fee for beginners in all trades is $1 and for others in every trade but motor vehicle repair and plumbing, $5. In the latter trades the fees are as follows: motor vehicle repair, $10; plumbing, $5 for a theoretical examination, $2 for a blueprint examination, $8 for a practical examination if only tools are furnished by the candidate, and $4 if both tools and material are furnished.

Certificates of status are valid for two years from the date set for their renewal which is August 1 for carpentry, bricklaying, plastering and painting; September 1 for plumbing, sheet metal, electric arc welding and oxyacetylene welding; July 1 for the electrical, motor vehicle mechanics repair and motor vehicle body repair trades; and October 1 for barbering and beauty culture.

In the motor vehicle mechanics repair, barbering and beauty culture trades in which the holding of a certificate is compulsory, certificates must be renewed within 30 days of the renewal date, the fee for which is $4. If, however, a person in these trades has been examined at least six months prior to the expiry date of his certificate, renewal will be unnecessary.

Any certificates of qualification or interim certificates which are in effect on February 1, 1951, will remain in force until the due date for renewal fixed in the regulations for the particular trade.

A journeyman's licence issued under the authority of the Electrical Inspection and Licensing Act will, during the period of its validity, be deemed to be a valid certificate of journeyman's status under these regulations (L.G., 1949, p. 742).

A holder of a certificate of status who has not engaged in the trade for a continuous period of two years or more may, on the recommendation of the nearest examining board, and with the approval of the Director, be required to write an examination in the trade. If he fails to do so, the Director may refuse to renew his certificate or may cancel it.

Other provisions in the regulations govern identification cards for apprentices and tradesmen, employers' certificates of registration, and inspection.

The Director must now furnish an identification card to every registered apprentice and to each tradesman examined in a designated trade (formerly only to apprentices). In the barbering, beauty culture and motor vehicle mechanics repair trades, the holder is required to carry his card at all times and produce it for inspection by a prospective employer, by a person for whom he is performing work or by an inspector.

As before, every employer in a designated trade must be registered during the first thirty days of each year, the fee for which is $2, with an additional $2 for each one of the average number of tradesmen employed by him during the preceding calendar year. When applying for registration, the employer must furnish the Director with any information which he may require concerning the number of apprentices employed.

The employer's certificate of registration must be posted in a conspicuous place in his establishment. Persons engaged in the three trades where certification is compulsory are also required to post their certificates in their usual place of employment.

The Director must arrange for periodic inspections to be made of the training of apprentices and tradesmen in any designated trade. The employer is required to produce for inspection any records pertaining to tradesmen, or to the hours of work or wages of apprentices.

Saskatchewan Hospitalization Act

The annual list of hospital services for which payment may be made under the Act was approved by Order in Council 70/51 on January 12 and gazetted on January 20. The regulations, which are effective from January 1, 1951, are divided into two parts: benefits in Saskatchewan hospitals and benefits in hospitals outside Saskatchewan.

Similar to those provided under the Act in previous years, the list of services includes public ward accommodation, operating and caseroom facilities, surgical dressings, X-ray and other diagnostic procedures, anaesthetic agents, drugs and endoctrine and vitamin preparations.

Out-of-province benefits may be paid for beneficiaries up to an average maximum of $5 a day. Payment is for a maximum of 60 days except under certain circumstances. No payment may be made for a patient in a mental hospital, sanatorium or hospital providing treatment for arthritic and rheumatic conditions.

Legal Decisions Affecting Labour

Picketing was restrained by an injunction issued by the Court of Appeal in British Columbia and damages were awarded to the company whose premises were picketed. The effect of revocation of the charter of a local union upon ownership of property was clarified by the British Columbia Supreme Court. In an action before the Quebec Appeal Court, the Workmen's Compensation Commission failed to prove a third party liable in an accident to a construction worker. In Ontario, in an action for damages against an employer under Part II of the Workmen's Compensation Act, a clean-up man in a department store was held to come within the Act, not being a domestic or menial servant within the meaning the Act, but failed to prove negligence. The Ontario High Court of Justice continued an injunction against improper picketing. Orders of the Saskatchewan Labour Relations Board requiring reinstatement of employees were held invalid by the Saskatchewan Court of King's Bench.

Appeal Court finds picketing in Vancouver restaurant case illegal under British Columbia Industrial Conciliation and Arbitration Act.

A decision of the British Columbia Court of Appeal given November 17, 1950 extended an injunction against "sandwich board" picketing by a restaurant employees' union in front of three units of a Vancouver chain of restaurants, and awarded the employer damages for the loss suffered.

Aristocratic Restaurants (1947) Limited operated five restaurants in Vancouver as separate units. In September, 1949, the Hotel and Restaurant Employees International Union, Local 28, was certified by the Labour Relations Board as bargaining agent under the British Columbia Industrial Conciliation and Arbitration Act for the employees of one of the five restaurants known as unit 5. Difficulties arose in the negotiation for an agreement, and the conciliation provisions of the Act were invoked. A conciliation board was appointed, which brought in its report in February, 1950, the union representative filing a minority report. The chief difference was that the majority report did not recommend a union shop clause. The board found that at the time of its sittings there were no longer any members of the union employed in unit 5, and held that since the union was unable to supply the necessary help there was no justification for a union shop clause in the proposed collective agreement. Under the Act a union once certified as the bargaining authority remains the bargaining authority for a period of ten months after certification even if it is no longer representative. The conciliation board report was not submitted to the employees for acceptance or rejection.

Three months after the board had reported, the union had three of the restaurants picketed, unit 5, for which it was the certified bargaining agent, and also units 6 and 7. No employee in any of the three units was then a member of the union. The picketing was done by two men, who were not restaurant employees, carrying large placards bearing the words: "Aristocratic Restaurants have no union agreement with Hotel and Restaurant Employees International Union, Local 28, affiliated with Vancouver and New Westminster Trades and Labour Council."

On May 18, 1950, the company commenced an action in the Supreme Court of British Columbia against the president and secretary of the union as representing the membership of the union as well as against the union. The cause of action alleged was conspiracy to cause the company's premises to be watched and beset for the purpose of compelling the employer to enter into an agreement with the union, which the company was under no lawful compulsion to do. The company alternatively claimed damages for a nuisance created by the defendants, their servants and agents. Judgment was reserved until September 13, when an injunction was granted restraining the union "from establishing a line about the plaintiff's place of business and from stating to prospective patrons that there is a picket line about

the said place of business", but dismissing the action in all other respects. The practical effect was to hold legal the picketing as conducted.

The restaurant company appealed this decision. The Appeal Court, in the judgment delivered by Mr. Justice O'Halloran on November 17, 1950, reversed this decision, extended the injunction against the picketing, and awarded damages to be assessed by the trial court if the parties could not agree. Mr. Justice Smith concurred in the decision, giving separate reasons for judgment. Mr. Justice Robertson dissented. On December 20 leave was given to the union to appeal to the Supreme Court of Canada.

In giving his reasons for decision, Mr. Justice O'Halloran first distinguished between the picketing at units 6 and 7 and the picketing at unit 5. In respect to unit 5 the union was the certified bargaining agent but in respect to units 6 and 7 the union "must be regarded as a gratuitous intervener." He would therefore allow the appeal at the outset as it affected units 6 and 7. However, the reasons which follow, while they relate specifically to picketing at unit 5, would also be applicable to units 6 and 7.

He then examined the applicability of Sections 3 and 4 of the Trade-unions Act to the picketing in this case, and differed from the conclusions of the trial judge, who had found the picketing sanctioned by Section 3. Section 3 reads:—

> 3. No such trade-union or association shall be enjoined, nor shall any officer, member, agent or servant of such trade-union or association, or any other person be enjoined, nor shall it or its funds or any such officer, member, agent, servant or other person be made liable in damages for *communicating* to any workman, artisan, labourer, employee, or person facts respecting employment or hiring by or with any employer, producer, or consumer or distributer of the products of labour or the purchase of such products, or for *persuading or endeavouring to persuade* by fair or reasonable argument, without unlawful threats, intimidation, or other unlawful acts, such last-named workman, artisan, labourer, employee, or person, *at the expiration of any existing contract*, not to renew the same with or to refuse to become the employee or customer of any such employer, producer, consumer, or distributer of the products of labour.

He found Section 3 not applicable because "it is plainly limited . . . to a situation present 'at the expiration of any existing contract' which is certainly not the case here." Moreover, "customer" is not a wide enough term to extend to the public at large, and "communicating", "persuading" or "endeavouring to persuade" are comparatively mild words which cannot cover the action of an organized labour patrol with signs marching up and down in front of a restaurant.

Section 4 of the Act reads:—

> 4. No such trade-union or association, or its officer, member, agent, or servant, or other person, shall be enjoined or liable in damages, nor shall its funds be liable in damages, for *publishing information with regard to a strike or lockout, or proposed or expected strike or lockout, or other labour grievance or trouble*, or for *warning workmen, artisans, labourers*, or *employees or other persons* against seeking, or *urging* workmen, artisans, labourers, employees, or other persons not to seek, employment *in the locality affected* by such strike, lockout, labour grievance or trouble, *or from purchasing*, buying, or consuming products produced or distributed by the employer of labour party to such strike, lockout, labour grievance or trouble, during its continuance.

Following the reasoning in *Hollywood Theatres Ltd.* v. *Tenney* (L.G., 1940, p. 308) he found that what took place here was not sanctioned by Section 4 because (*a*) it occurred "at or near" the appellant's restaurant in an organized manner in the form of a patrol that announced its powerful organized labour action, and (*b*) the immunity recognized by Section 4 does not extend to "warning" and "urging" by an organized militant patrol that carries inherent moral coercion or intimidation with it, or is directed to all prospective customers of the restaurant.

The case is governed by the Industrial Conciliation and Arbitration Act. He pointed out that what is said in this judgment in respect to the Act refers to picketing before a strike or during an illegal strike. Picketing during a legal strike is something else. If after the presentation of the conciliation board report, a strike vote had been taken and a majority vote favoured a strike, then the picketing that was done here could have claimed immunity within Section 4 of the Trade-unions Act. No strike vote was taken, and His Lordship held that the picketing which took place would come within the prohibition of activity which limits production as set out in Section 5 (2) of the Industrial Conciliation and Arbitration Act:—

> No labour organization and no person acting on behalf of a labour organization and no employee shall support, encourage, condone, or engage in any activity that is intended to restrict or limit production.

He concluded that if picketing restricts or limits production, then it comes within the kind of activity Section 5 (2) has in mind.

The trial judge had found as a fact that the restaurant's business was decreased as a result of the picketing. Mr. Justice O'Halloran continued:—

> Picketing before a strike is in essence a public threat of strike. Its role in the public mind then is that of an initial step in a likely strike. . . . If picketing is sought to be used as a weapon it is a form of strike; when used as a shield it is a natural concomitant of a legal strike.

He referred next to an unreported decision of June 13, 1950, *Arsens* v. *Hotel and Restaurant Employees Union, Local 459*, in which the British Columbia Supreme Court granted an injunction restraining picketing during a strike which was illegal because the provisions of the Industrial Conciliation and Arbitration Act had not been complied with, and went on to say:—

> I think that decision was necessarily based on the premise that, before picketing, otherwise legal, can be engaged in, there must be some legal foundation for it under the I.C.A. Act. For example, if a legal strike has been voted for under Section 33 of the I.C.A. Act, then the provisions of the latter Act are exhausted and picketing is legal, if the form of picketing comes within the Trade-unions Act. But if a strike vote had been taken and a majority are opposed to a strike, any form of picketing must then be illegal. It is an essential part of this reasoning that picketing in any form must be illegal if it occurs before a vote is taken favouring a strike . . .
>
> Generally speaking, as I understand it, it is the purpose of the I.C.A. Act (1) to outlaw strikes until the machinery of compromise (bargaining agents, conciliation officer and conciliation board, etc.) has been invoked and exhausted; a legal strike can then take place only upon a majority vote of the employees; and (2) that until all this machinery has been gone through there shall be no interruption of business by tactics of any kind leading to interference, delay or public opprobrium. In my judgment that is the reason for Section 5 (2). "Picketing" such as occurred here, by its very nature, comes squarely within this prohibition . . .

By its picketing here the union was attempting to force the employer to alter a term or condition under which its employees were employed. Section 16 (*b*) of the Industrial Conciliation and Arbitration Act provides that an employer shall not *(inter alia)* "alter any term or condition of employment" until a conciliation board has reported to the Labour Relations Board

> and until the question of the acceptance or rejection of the report of the Conciliation Board has been submitted to a ***separate vote*** of the employers and the ***employees affected*** respectively and seven days have elapsed after the result of the vote has been notified to the Labour Relations Board.

Here the majority report of the conciliation board was never submitted to the employees for their acceptance or rejection. For this reason as well as those already discussed, he concluded that the picketing was illegal and the appeal should be allowed.

The dissenting judgment of Mr. Justice Robertson held that under common law and under the Trade-unions Act the picketing here was lawful. In respect to the argument that picketing is in effect prohibited by Section 5 (2) of the Industrial Conciliation and Arbitration Act, which prohibits any activity intended to restrict or limit production, he quoted the whole section and held that it relates to things taking place in the employer's place of employment and has no relation to picketing. He pointed out that there are a number of activities that might be engaged in by employees within their place of employment with the intention and having the effect of restricting or limiting production, e.g., by wasting time, or doing less than a normal amount of work, or putting obstacles in the way of production, or damaging property or machinery.

> My view is that, if the Legislature intended to deprive the trade unions of the protection afforded by the Trade-unions Act since 1902 by Chapter 66 of that year, it would have made this perfectly clear by express language and not by implication.

Aristrocatic Restaurants (1947) Limited v. *Williams and Morrison et al*, [1950] 2 WWR, p. 1105.

Revocation of local union's charter by national organization held to cause the local to be defunct. Funds and property revert to parent organization in accordance with constitution.

On April 14, 1950, Chief Justice Farris of the Supreme Court of British Columbia made permanent an injunction restraining members of Local No. 1 of the Amalgamated Building and Construction Workers of Canada from using the funds and property acquired by the local when it was affiliated with the national union.

Mr. Justice Farris summed up the facts as follows:—

> A charter was granted by the Amalgamated Building and Construction Workers of Canada to a local union in British Columbia which became known as Amalgamated Building and Construction Workers of Canada, Local No. 1. The union came in default in 1948 and on May 19 of that year its charter was revoked. Subsequent to the revocation of the charter, a majority of the members attempted to carry on the

union, and by a majority vote, decided to obtain a charter from the American Federation of Labour, a rival of the organization which had granted the charter.

The officers of the group whose charter had been revoked acted as if the original union had continued to exist, and attempted to use the original union's funds, furniture, etc. Lakeman and Barrett, suing for themselves and the national body, applied for an injunction to prevent this group, represented by Bruce, from using the union's funds pending trial. An interim injunction was granted, from which an appeal was taken to the British Columbia Appeal Court and dismissed.

Mr. Justice Farris referred to Section 24 of the constitution of the Amalgamated Building and Construction Workers of Canada which states:—

> When the Local Union becomes defunct, its funds and other property shall revert to the Amalgamated Building and Construction Workers of Canada.

The plaintiffs' argument was that on May 19, 1948, the local union had ceased to exist and its funds and property had automatically reverted to the parent organization. The defendants argued that revocation of the charter by the national body in no wise rendered the local union extinct. They further stated that as the union had had an independent status prior to its association with the national body, severance of the association was merely revoking a technical tie and did not condemn the union to extinction.

Mr. Justice Farris referred again to the constitution of the parent body and noted that the provisions under the heading of "Local By-laws" stated:—

> 1. Membership. Any body of ten or more workers in the building and construction industry may, at the discretion of the National Executive Committee, be granted a charter as a Local Union. Application for such charter should be made to the National Secretary-Treasurer of the Union, accompanied by the initiation fees in full. No Local Union may surrender its charter while there are ten continuing members.
>
> 2. Jurisdiction. When a charter is granted to a Local Union, the jurisdiction of the Union, with respect to territory, and as otherwise deemed necessary, shall be defined by the National Executive Committee, or the District Council where such exist.

He concluded that no union in existence had to write to apply for affiliation with the national organization. A group of ten could apply for a charter and upon being granted it, become the local union. Thus, when the charter was revoked by the parent body the local union no longer existed. He accordingly ruled that

> Local No. 1 became defunct as of May 19, 1948, and that pursuant to Section 24 of the constitution quoted *supra,* all the funds and other property of Local No. 1 reverted to the Amalgamated Building and Construction Workers of Canada. The injunction will be made permanent.

Lakeman and Barrett v. *Bruce et al* (No. 2) [1950] 2 WWR, p. 1209.

Quebec Appeal Court upholds Lower Court in finding third party not liable for damages in compensation case.

The Quebec Court of King's Bench, appeal side, on June 6, 1950, dismissed the appeal of the Quebec Workmen's Compensation Commission from the decision of the Superior Court of Quebec, given January 26, 1949, in an action by the Commission against the Quebec Power Company. The Superior Court found that the Quebec Power Company was not liable in an accident which caused the death of a construction worker, and the Appeal Court upheld this decision.

The Commission took the action in accordance with its powers under Section 7 of the Workmen's Compensation Act, which permits the Commission to sue a third party alleged to be responsible for an accident. Where an accident happens to a workman in the course of his employment under circumstances which entitle him or his dependents to an action against some person other than his employer, the workman or his dependents may elect either to claim compensation under the Act or to bring action against the third party. If the workman or his dependents choose to claim compensation, the Commission is subrogated to the full rights of the workman or of his dependents; that is, it may sue in their place to the full extent of their rights. In this case after the Commission had fulfilled its obligations towards the construction worker's widow, a legal action was instituted against the Quebec Power Company.

In his reasons for judgment, Mr. Justice Pratte stated that the Commission had not established that the Company was responsible for the accident. The facts were that on September 25, 1943, a construction worker was electrocuted by touching a live wire while working on the edge of a roof that was being elevated to provide another storey for a building. The Company had previously removed from the proximity of the construction work, upon the request of the contractor, the live wires that at the time were in the way of the construction work. The Company made an offer to remove any other wires that might be in the way, but the contractor did not avail himself of the offer.

There was no evidence that the Company could have foreseen that the repair work would be carried out to one foot from the primary wires, and the Company was in no way wrong in not modifying its lines to a greater extent.

The plaintiff argued also that the Company was at fault under Section 1054 of the Civil Code which makes the guardian of an inanimate object responsible for the damages it may cause. This argument was not accepted, because the Judge held that that section applies only when the damage has been caused by the independent action of the object. This accident occurred because the victim touched the live wire.

Mr. Justice Casey, giving separate reasons for judgment, held that before the work was commenced there was nothing abnormal nor dangerous in the position of the Company's wires. Their position was rendered dangerous by the changes made in the building. He found that the plaintiff had not succeeded in establishing that the defendant knew or should have known the extent of the proposed alterations.

The appeal was accordingly dismissed. *Commission des Accidents du Travail de Québec* v. *Quebec Power Company,* Rapports Judiciaires de Québec, [1950] BR Montreal, No. 9, p. 704.

Ontario High Court dismisses action against employer for damages for negligence of a fellow employee. Clean-up man in commercial organization is not a domestic servant within the meaning of the Workmen's Compensation Act.

On June 19, 1950, the Ontario High Court of Justice dismissed with costs the action of a clean-up man in a department store for damages against his employer as a result of a badly lacerated finger alleged to be caused by negligence on the part of a fellow employee.

The business of a department store is excluded from Part I of the Workmen's Compensation Act, i.e. the collective liability system under which no right of action against the employer is allowed. Under Part II of the Act, which applies to industries to which Part I does not apply, a workman may sue his employer for injury received in an accident caused by the employer's negligence or that of any persons employed by him, or by a defect in the machinery or plant.

The plaintiff was, at the time of the accident, an employee of the defendant company as a night clean-up man assigned to a section of the store which included a stock-room connected with the bedding department. He suffered a severely lacerated finger when, on September 7, 1946, in removing waste paper from the floor, he caught his finger on a metal strap used as binding on a partially emptied bale of bedding which was left under the waste paper by clerks who, in the course of their duties, had taken stock from the stock-room.

In summing up the evidence, Mr. Justice Schroeder stated that the plaintiff did not impress him as a reliable witness. He had asserted that during the time he had worked for the defendant he had never seen metal bands on the floor or bales on the floor with their straps severed. On the contrary His Lordship found this to be a common occurrence. Mr. Justice Schroeder found that the plaintiff was most astute in his efforts to present the evidence in such a manner as to excuse his failure to observe the exposed metal bands, the presence of which he ought to have suspected.

> If he waded into a huge bale of paper without assuring himself by as much as a touch of his foot that there was a bale of bedding underneath which might have been opened, he was most assuredly not exercising the proper degree of care for his own safety.

In dealing with this question of liability of the company for the negligence of its servants, His Lordship considered the question of whether or not the plaintiff was entitled to take advantage of the benefits conferred by Part II of the Workmen's Compensation Act.

Mr. Justice Schroeder first pointed out that if the plaintiff were compelled to rely only upon his rights at common law, he might be considered as running all the risks arising from the nature of his master's business and all the risks arising from the negligence of his co-servants. Furthermore, if it could not be established that the servant was ignorant of the existence of the danger, he would have no right of action. Unless the plaintiff comes within the classification of a domestic or menial servant, His Lordship continued, he enjoys the benefits and advantages conferred on workmen by Sections 120 to 124 (Part II) of the Ontario Workmen's Compensation Act under which certain common law rules have been abrogated, as for example Section 121 (4), which provides that:—

> A workman shall not by means only of his continuing in the employment of the employer with knowledge of the defect or negligence which caused his injury be deemed to have voluntarily incurred the risk of the injury.

The Act is declared not to apply to domestic or menial servants or their

employers. Counsel for the company contended that the plaintiff was a menial servant and as such not entitled to the protection of Part II of the Act. He argued that this section exempts from Part II persons who perform services of such a nature that if they were performed in a domestic establishment they would place the person performing them in the category of a domestic or menial servant.

His Lordship, in commenting on this assertion, found, in reviewing the applicable cases, that it has not yet been authoritatively determined in Ontario and is still an open question

> whether Section 124 of the Act extends to a person engaged in the service of an employer in connection with the operation of a commercial industry, although such person is performing services, the nature of which is such that if they were performed in a household or domestic establishment they would constitute him a domestic or menial servant. . . .

He concluded:—

> I am decidedly of the opinion that the terms "domestic servant" and "menial servant", taking into account their origin and history and the meaning ascribed to them for so long a time, denote hirelings employed in service in and about the house and household affairs, or whose business it is to assist in the economy of the family, and to extend the meaning of these words to apply to persons hired in the service of a commercial organization where they are far removed from the family atmosphere, in my opinion, would do gross violence to the language used in the section under consideration, and would give to such words a meaning which was never within the contemplation of the Legislature. I am bound to hold, therefore, that the plaintiff is not a menial servant and is not deprived of the benefits or advantages conferred upon a workman standing in the same relationship to his employer as does the plaintiff by the Workmen's Compensation Act.

His Lordship then continued that, since the plaintiff's claim against the defendant rested upon his assertion that a servant of the defendant was guilty of negligence which resulted in his injury, then if he fails to establish such negligence the action must fail.

Mr. Justice Schroeder then listed the three ingredients which must co-exist before a course of action for negligence may be said to arise: (*a*) The existence of a legal duty to take care, owed by the defendant to the plaintiff; (*b*) the breach of that duty by the failure of the defendant to take such care as a reasonable man would have taken; (*c*) damages suffered by the plaintiff as a result of the breach.

His Lordship held that there was nothing in the evidence to establish a relationship between the plaintiff and those employees of the defendant from which a special duty to take care arises. The co-employees were not required to guard against every conceivable result of their actions, nor were they bound to take extravagant precautions. They were reasonably entitled to assume that the plaintiff, with the knowledge which he possessed, or which, having regard to his experience, he ought to have possessed, would to a reasonable extent, take care to look out for himself and take proper steps to avoid known risks. It must not be overlooked, continued His Lordship, that the plaintiff was injured while picking up for removal, something which it was his duty to pick up and remove; the risk involved was no more than one of the ordinary risks incidental to his employment.

Mr. Justice Schroeder concluded:—

> On all the evidence I must hold that the plaintiff has not made out a case for negligence against any of his fellow servants and it follows logically that he has not made out a case against the defendant. In the view I take of the facts, he is the author of his own misfortune and the action must be dismissed.

In case the plaintiff should pursue his remedy in a higher court, Mr. Justice Schroeder assessed the damages which the plaintiff should be awarded if his action were to succeed at $3,315.85.—*Endersby* v. *Robert Simpson Co. Ltd.*, [1950] 4 DLR, p. 459.

Injunction restraining picketing continued in modified form by Ontario High Court of Justice.

A motion by the Belleville Lock Co. Ltd. to continue an interim injunction restraining some of its employees from picketing the company's premises was heard by the Ontario High Court of Justice, November 1, 1950. The interim injunction restrained the defendants, "their agents, servants or any persons interfering under their instructions" from

> (*a*) *Picketing or attempting to picket at or adjacent to the premises of the Plaintiff in the City of Belleville, in the County of Hastings*, and from improperly interfering with the employees of the Plaintiff by preventing or attempting to prevent by use of force, threats and intimidation *and persuading* or coercing said employees from entering or leaving plaintiff's premises;
>
> (*b*) Intimidating or threatening harm or in any way interfering with servants, employees, patrons or customers of the Plaintiff or any other person seeking passive entrance to or exit from said Plaintiff's place of business;
>
> (*c*) Ordering, aiding, abetting, counselling, procuring or encouraging in any manner whatsoever whether directly or indirectly any other person or persons to commit the aforesaid acts.

The facts relevant to the motion were that on September 26, 1950, some of the

employees of the company desired to have an officer of the company address them and gathered in a part of the company's premises. The officer did not address them, and further activities took place in the afternoon to promote an employer-employee contact, as a result of which the employees were not at work. The following morning they were discharged for not being at work.

Mr. Justice Smily said that it did not appear to him from the facts before him that the action taken on September 26 constituted a strike within the meaning of the Ontario Labour Relations Act, 1950, which prohibits a strike while a collective agreement is in operation, although it might be a breach of some of the terms of the agreement. That being so, the defendant should not be restrained from peaceful picketing. "I assume I should not continue the injunction," the judge said, "unless I feel that a *prima facie* case has been made out for a legal basis against the right of individual persons properly to picket the premises of the plaintiff company." While he did not see that the injunction restraining all picketing should be continued, he considered that there was sufficient material to show that some restraint should be continued until the trial. He therefore continued the injunction in modified form, by omitting the italicized words in the injunction quoted above, being that part of the order restraining peaceful picketing.—*Belleville Lock Co. Ltd.* v. *Tyner et al,* [1950] OWN, p. 793.

Orders of Labour Relations Board requiring reinstatement of employees held to be discharged for union activity quashed by Saskatchewan Court.

The Saskatchewan Court of King's Bench on November 7, 1950 quashed two Orders of the Saskatchewan Labour Relations Board requiring the Providence Hospital, Moose Jaw, to reinstate three women employees whom the Board had held to have been discharged because of union activities. This action was taken on an application of the Sisters of Charity, Providence Hospital, for a writ of *certiorari*.

[The two Orders of the Labour Relations Board which were reviewed by the Court in this case were dated January 12, 1950 and March 17, 1950. In its reasons for decision, the Board indicated that previous to the first Order, the Textile Workers Union of America, Local 750, CIO-CCL, had alleged to the Board that in discharging three women employed in the laundry of the hospital, the employer had committed an unfair labour practice within the meaning of Section 8 (1) (*e*) of the Saskatchewan Trade Union Act, 1944. Statutory declarations were filed with the Board by the three discharged employees and also by the employer. Section 8 (1) (*e*) of the Act provides in part:—

> . . . if an employer or employer's agent discharges an employee from his employment and it is alleged by a trade union that such employer or employer's agent has thereby committed an unfair labour practice within the meaning of this clause, it shall be presumed, unless the contrary is proved, that such employer or employer's agent has discriminated against such employee in regard to tenure of employment with a view to discouraging membership in or activity in or for a labour organization or participation in a proceeding under this Act.

The Board concluded that the replies made by the employer fell short of the case made out by the union, that the three employees were dismissed because of their known union activities. The application was granted in each case with an Order for reinstatement and payment of monetary loss. The second Order was made by the Board on March 17, 1950, following allegations that the employer had re-engaged the three women, but had immediately discharged them on payment of one week's pay in lieu of notice.]

In giving the reasons for the Court's decision to quash the Orders, Mr. Justice Taylor said it was based on three main reasons: first, the Board attempted to exercise a jurisdiction over the religious charity that it did not possess; second, even if it had jurisdiction the complaints were not made by any person or union having a right to set the proceedings in motion such as to give it jurisdiction; and third, the method of inquiry was "fraught with omission and error and the Board neglected its plain duty to properly inquire into and truly ascertain the facts."

With regard to the question of the Board's jurisdiction over the hospital, Mr. Justice Taylor stated that the Board had taken no account of the fact that the hospital was a religious institution confined to work of charity and benevolence and incorporated by a special act of incorporation in 1913. This corporate hospital was enabled to sue and be sued, but he held that "it does violence to the language used to subject the corporation to the process of the Board, the existence of which was not even in contemplation when the special act was passed". He concluded that the Board has no jurisdiction over the applicant whatsoever and for that reason, if no other existed, the Orders made were ineffective and should be set aside.

Secondly, he considered that the Board had reached "an astounding conclusion in

holding that a trade union not affected by the matter in dispute or in any way howsoever interested may lay the charge". He continued:—

> It is conceivable that some trade union perhaps as the bargaining agent of the employees holding a contract with the employer or in some such capacity may have a direct interest in the discharge of the employee. The purpose of the section is to confer on such a union a status to apply to the Board. Any other conclusion would result in throwing open the door to a form of barratry and chicanery such as is found in this case.

Moreover, on examination of the record of the Board's proceedings he found that the charges against the hospital were all made on the responsibility of one man, using the name of the union and signing the charge as its representative. The Board made no inquiry into the existence of the alleged union which made the charges in question, or into what interest the union had in the proceeding or as to whether there had been any resolution of the union authorizing the proceedings or appointing a representative to act for it.

Mr. Justice Taylor then dealt with the contention of the Board that on the filing of the information or complaint verified by statutory declaration by a trade union, the onus was shifted by Section 8 (*e*) of the Trade Union Act to compel the employer to disprove the charge. He considered that the presumption of the reverse onus clause in the Act is that the employer has discriminated against the employee in regard to "tenure of employment". The onus of proof could be deemed reversed only when it is established that the dismissed employee had in fact a tenure of employment, and could not refer to casual employees such as the three women were. He therefore concluded that "the Board misinstructed itself on the meaning of this so-called 'reverse onus' rule, and no matter how wide a discretion was conferred upon it in the reception of evidence otherwise in law regarded as without probative value, no facts had been elicited when the ruling was made or were afterwards disclosed to justify the application of the rule."

Regarding the Board's method of conducting the inquiry, His Lordship stated that the Board held that it had power to accept any kind of evidence in its discretion, and it exercised its discretion to receive hearsay complaint against the hospital, but passed over the statutory declaration of the Sister Superior who alone knew what actuated her in discharging the employees, and the counsel for the hospital had been refused permission to cross-examine those who had filed declarations. Moreover, all the proceedings had been taken without regard to or notification of the other employees in the laundry. They had a real interest and employed counsel and applied to the Board for a rehearing and a discharge of the Order. The material filed by them directly controverted that on which the Board had relied to make its Orders. In refusing the application the Board had acted dictatorially without regard to the justice of the matter.

The Court therefore held "that in lieu of a writ of *certiorari* an order will go quashing the orders as prayed in the notice of motion on this application. The applicants are entitled to costs against the Board to be taxed."—*In re Sisters of Charity Providence Hospital and Labour Relations Board (Sask.) et al,* [1950] 2 WWR, p. 1046.

Labour Relations Board Ruling

The Manitoba Labour Relations Board, according to its report for the month ending December 15, 1950, ruled that an employer member of an employers' association which is party to a collective agreement is still bound by the agreement even if he resigns from the association.

The parties concerned were a member of the Winnipeg Builders Exchange and Local Union 343, United Brotherhood of Carpenters and Joiners of America. The Union asked for a ruling of the Board in the following case:—

> Is it permissible under the Manitoba Labour Relations Act, in accordance with Section 19, for an employer to feel that he is not obliged to comply with the sentiments expressed in the arbitration clauses contained in our agreement on file with your Board, simply because he sends in a letter of resignation to his employers' association?

Section 19 of the Manitoba Labour Relations Act requires all agreements to contain a provision for final settlement of disputes without stoppage of work, and subsection 3 of the same section reads:—

> Every party to, and every person bound by the agreement, and every person on whose behalf the agreement was entered into, shall comply with the provisions for final settlement contained in the agreement.

The decision of the Board was that where an employer is a member of an employers association at a time when the association assumed obligations which bind the member employer, the subsequent resignation of the member will not relieve him from the obligation thus assumed.

Minimum Wages in New York State

A recent issue of the *Industrial Bulletin*, published by the New York State Department of Labour, contains an article, based on a 1950 Labour Department survey, summarizing the development and present status of one of the State's largest industries, retail trade, with particular emphasis on the changes in wages and hours which have taken place since 1945, when the State's Minimum Wage Order governing retail store employees went into effect.

On November 12, 1945, the New York State Retail Trade Minimum Wage Board promulgated Minimum Wage Order No. 7. The effect of this Order was to place a floor under the wages of approximately half a million workers employed in some 95,000 retail stores in the distribution of goods to the consumer public.

Today the Order provides wage protection for 575,830 workers in 100,000 establishments. The article points out that the past five years have been a time of expanding trade and rising prices and refrains from attributing any changes to the effects of the Order. Nevertheless, it seems apparent that "a vital relationship" exists between them and the Minimum Wage Order and that the Order has had a real and beneficial effect not only on the earning power and working conditions of retail trade employees but also on the industry itself, by giving it a greater stability during the past five years.

In April, 1943, almost one-third of the women employed in retail stores earned less than 40 cents an hour and only nine per cent earned over 75 cents an hour. In 1944, though prices continued to climb, only 13 per cent of this group earned over 75 cents an hour. In the same year the State Department of Labour, on the basis of a state-wide cost-of-living survey, set $1,645.33 as the cost of adequate maintenance and health for a working woman living as a member of a family. This was approximately $31.64 a week. In view of the fact that the 1943 weekly median earnings for women in the industry were $19.37 and in 1944, $20.78, it can be seen that a wide gap existed between retail trade earnings and the figure established as a minimum for adequate maintenance and health.

To remedy this situation the Retail Trade Minimum Wage Board sought to provide female full-time employees in the industry with a guaranteed weekly wage, geared to a basic hourly rate. Part-time employees were provided with a somewhat higher hourly rate, both to compensate them for their extra labour and also that full-time employment might be encouraged. It was also considered desirable to grant workers who put in more than a certain number of hours per week premium rates for those extra hours.

The 1945 Order provided that full-time workers should be paid a wage of $21 for a work-week of 30 to 40 hours (52½ cents an hour for a 40-hour week) and that part-time workers be granted 57½ cents an hour for a work-week of 30 hours or less. A minimum daily wage payment for four hours' work was authorized for workers reporting for work at the employer's request. For days on which the spread of hours exceeded 11 or in which the hours of work were not consecutive, an additional 75 cents a day was established. An overtime rate of 79 cents an hour (time and one-half the minimum rate) was set for work in excess of stated weekly hours, varying with the size of the community.

The relatively high rate for overtime work in excess of the stated weekly hours has persuaded most employers to introduce the five-day, 40-hour work-week, particularly in the metropolitan areas where overtime rates are effective after 40 hours.

The Order was first applied to women and minors but an amendment passed in 1944 extended its benefits to male adult workers.

The wage order is enforced by the State Department of Labour's enforcement investigators. It was noted that violations of the Order were most frequently found with respect to the hourly rate to be paid to part-time employees and with respect to the established overtime rate and the basic weekly minimum for full-time employment. It was found, too, that compliance with the Order has improved. This is partly due to the rise in wage levels. Data collected indicate, however, that wages have risen most in those branches of the industry where there were the largest numbers of low paid women workers before 1945.

Between 1943 and 1950 average hourly earnings for female employees in department and variety stores more than doubled, rising from 46 cents to $1 in department stores and from 35 cents to 71 cents in variety stores. In drug-stores the increase in wages since 1943 was 56 per cent and food stores it was 82 per cent.

In January, 1950, it was estimated that $2,038 per year or $39 a week was necessary for the maintenance of a working woman in New York State. Median weekly salaries in February, 1950, of women

in retail trade stood at $34.50. Since the Minimum Wage Board has already revised upwards its six other minimum wage orders, it can be anticipated that similar action will be taken with respect to Order No. 7. This is the more likely in that, as a result of the 1949 amendment to the Fair Labour Standards Act (L.G., 1949, pp. 1576-1578), interstate workers are required to receive a minimum wage of 75 cents an hour. The presence of two groups of workers in the State performing services of essentially equal value, yet paid according to widely differing legal minima, says the article, is a matter which the State of New York, a leader in progressive labour legislation, will not be likely to ignore.

In retrospect, the five years during which it has been in effect, indicate that a guaranteed floor under wages in an industry does not mean that the minimum becomes the maximum or even the average wage paid. Such a possibility, of course, is always present and remains a matter of some concern for the New York State Department of Labour. The Order became law over the objections of several hundred employers in the industry who filed petitions challenging its validity on various grounds. The Department feels that the industry's experience under the Order has demonstrated the soundness of its provisions.

Regulations Under the Minimum Wages Act of India

The Indian Minimum Wages Act which was assented to on March 15, 1948, required the appropriate Central or Provincial Government to fix minimum wage rates in certain industries within a period of two years subsequent to the Act coming into effect, and in the case of agriculture within three years (L.G., 1949, p. 283).

On June 16, 1950, the Government of India extended the two year limit to a period of three years. The industries affected were those included in Part 1 of the Schedule to the Minimum Wages Act. Included were the following: carpet making, shawl-weaving, rice or flour milling, tobacco manufacturing, plantations, oil mills, road construction, building, stone breaking, mica mining, public motor transport, tanneries and leather manufacturing, unless fewer than 1,000 employees are employed in any of the industries mentioned above in a particular province. The extension was allowed in view of the fact that certain difficulties were being experienced in implementing the Act. Any wage rates that have been established already were validated by this ordinance.

Under the Minimum Wages Act, the State of Delhi has issued Regulations dealing in particular with hours of work, rest periods and weekly holidays for persons in certain occupations and with the employment of young persons. These Regulations have effect in the following industries: woollen carpet and shawl-weaving establishments, rice mills, flour mills, dal mills or oil mills, tobacco factories, plantations, stone breaking or crushing, public motor transport, road construction, building, employment under public authority and agriculture.

The Regulations provide that no person may work more than 48 hours in a week or for more than nine hours in a day. Daily hours are to be so established that no employee will work more than five hours without a rest period of at least half an hour. Total hours at the place of work when employees work on split shifts are not to exceed 10½ hours in a day but a Minimum Wage Inspector may permit the daily spread of hours to be increased to 12. For work in excess of 48 hours in a week or nine in a day, an employee is to receive one and one-half times the ordinary rate of wages in agriculture and double the rate in any other employment. The term "ordinary rate of wages" is defined as ". . . the basic wage plus allowance, including the cash equivalent of the advantages accruing through the concessional sale to the person employed of food grains and other articles, but not including a bonus."

The first day of the week is to be a holiday for employees unless they have had one in the previous five days or will have one in the subsequent five. The weekly holiday may be replaced by another day but no worker may work for more than ten days consecutively. Payment for the weekly holiday is the average daily wage during the preceding week.

With respect to the employment of young persons, no child under 15 is permitted to work for more than four and a half hours in any day. The hours of work for an adolescent (15-17 years) are to be the same as those of an adult or a child according to the recommendations of a certified medical practitioner. The Regulations define an adult as a person who has completed his seventeenth year.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had not shown cause within the meaning of the Act for for having voluntarily left her employment.—CU-B 635 (November 28, 1950).

Material Facts of the Case:

The claimant, a married woman, worked as a sewing machine operator for a manufacturer of ladies' garments in Winnipeg, Man., from June 9, 1949, to April 13, 1950, when she was laid off due to lack of work. Her rate of pay was $41.25 a week plus bonus. On April 20, 1950, she filed an initial claim for benefit which was allowed.

On June 26, 1950, she accepted a job as a sewing machine operator with another firm in Winnipeg and worked until June 30, 1950, when she voluntarily left, because the rate of pay of $30 a week was lower than that which she had received in her previous employment.

The Insurance Officer disqualified her from the receipt of benefit for a period of six weeks, because, in his opinion she had voluntarily left her employment without just cause (Section 41 (1) of the Act). In her appeal to a Court of Referees the claimant stated that she had found work on July 18, 1950, with another garment manufacturer at a wage of $37.50 a week which remuneration she considered more satisfactory than $30 a week. The Court of Referees decided that the Insurance Officer had rightly disqualified the claimant but reduced the period of disqualification to three weeks in recognition of her efforts in securing more remunerative employment.

From the decision of the Court, the claimant appealed to the Umpire.

Conclusions:

The claimant must or should have known the conditions under which she was going to work and the salary she could expect to receive when she accepted the employment with .....

There is no evidence that the employer did not fulfill his part of the agreement, nor is there any evidence that she was not employed at the prevailing rate of pay in the district for the kind of work she was performing.

Under the circumstances I do not see any valid reason to interfere with the majority decision of the Court of Referees which was rendered in the light of their knowledge of the local conditions of work. As they rightly pointed out, she should have remained in her employment until a more remunerative employment materialized which in fact did a few weeks later.

The appeal is dismissed.

Held that the claimant had shown just cause within the meaning of the Act for having voluntarily left his employment. —CU-B 636 (November 28, 1950).

Material Facts of the Case:

The claimant, married, a displaced person from Europe, was employed by the Hydro Electric Power Commission of Ontario on its Des Joachims project as a labourer at a rate of pay of 75 cents an hour from April 18, 1949, to April 13, 1950, when he voluntarily left his employment.

On April 18, 1950, he filed an initial application for benefit at the Montreal local office of the Unemployment Insurance Commission but the Insurance Officer disqualified him from the receipt of benefit for a period of six weeks, because, in his opinion, he had voluntarily left his employment with just cause (Section 41 (1) of the Act).

The claimant appealed to a Court of Referees stating that as he had completed his contract of work with the Hydro Electric Power Commission of Ontario which was for a period of one year and thereby fulfilled the undertaking made with the Government of Canada as a condition of his entry into Canada, he voluntarily left his employment to seek work in his trade as a carpenter in Montreal which after a short period of unemployment he was successful in obtaining.

The Court by a majority finding upheld the decision of the Insurance Officer. From the Court's decision the claimant appealed to the Umpire.

CONCLUSIONS:

According to the submissions the claimant who is a carpenter by trade, covenanted as a condition of his entry into Canada, to work as a labourer for a period of one year. He was assigned to work on a hydro electric power development project situated in a rather remote part of the Province of Ontario and his family upon arrival in Canada from Europe took up residence in Montreal. Upon fulfilment of his contract, he received a certificate from the Federal Department of Labour indicating that he had faithfully discharged the undertaking he made with the Government of Canada to remain in employment, as assigned, for a period of 12 months. He was also urged, by the said Department to remain in his employment but in the event that he found it unsuitable he was told that the services of the National Employment offices were at his disposal.

The claimant felt that his employment was unsuitable in view of the fact that it was at a low wage, not in his trade and located a few hundred miles from his family. The closest placement office being approximately 50 miles from the camp where he was working, he decided to go and look for employment in Montreal where his family resided, and where he could reasonably expect to find employment in his trade. He registered for employment at a local office of the Unemployment Insurance Commission in that city and a few weeks later succeeded in finding employment in his own trade.

On this evidence, I consider that the claimant was justified in voluntarily leaving his employment and that he should not be subject to disqualification under Section 41 (1) of the Act.

Had he not worked at a point which was distant from places where he could look for employment with a reasonable chance of success, I would have agreed with the majority of the Court of Referees that he should have had assurance of obtaining other employment before voluntarily leaving his job.

The appeal of the claimant is allowed.

Unemployment Insurance Statistics, December 1950*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of December, 1950, a total of 134,218 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission. While this is an increase of approximately 44 per cent over the 93,016 claims in November, it is still slightly lower than the 139,406 claims filed in December, one year ago. Largest percentage increases over last month's totals occurred in the provinces of Prince Edward Island (124 per cent), Quebec (60 per cent), Manitoba (63 per cent) and Saskatchewan (53 per cent).

There were 183,268 ordinary claimants on the live unemployment insurance register on the last day of the month, compared with 124,794 on November 30 and 222,064 on December 31, 1949.

A total of 202,345 active claimants, including 6,833 claimants for supplementary benefit, were on the live register at the end of December. Of this total 141,800, or 70 per cent, of the active claimants had been on the register seven days or more.

Initial and renewal claims handled at adjudicating centres numbered 111,405. Claims allowed numbered 84,956, while 26,449 claims were disallowed or disqualified.

Claims disallowed (because of insufficient contributions) totalled 16,983. Chief reasons for disqualification were: "voluntarily left employment without just cause" 4,280 cases; "not unemployed" 3,651 cases; "not capable of and not available for work" 816 cases.

There was a considerable increase in December in the number of persons (69,870) commencing the receipt of benefit on initial and renewal claims over the number in this category in November (49,532). The total for December, 1950, was, however, lower than for the corresponding month in 1949 (89,823).

During the month of December $5,308,818 were paid for 2,192,851 days, as compared with $4,184,103 for 1,781,566 days in November, and $7,181,001 paid for 3,066,888 days in December, 1949.

For the week December 30, 1950, to January 5, 1951, 101,918 persons received $1,431,588 in respect of 583,743 days, as compared with 79,052 persons paid $1,052,948 for 439,993 days during the week November 25 to December 1, and 125,225 persons paid $1,681,780 for 716,194 days in the week December 10 to December 16, 1949.

* *See* Tables E-1 to E-8.

The average weekly duration of benefit for the week December 30, 1950, to January 5, 1951, was 5·7 days, as compared with 5·6 days for the week November 25 to December 1, 1950. There was an increase in the amount of weekly benefit paid, from $13.32 for the week November 25 to December 1, 1950, to $14.05 for the week December 30, 1950, to January 5, 1951.

These figures reflect a secular reduction in unemployment among insured persons when comparisons are made with the same period last year. A normal seasonal increase in unemployment is also evident when comparisons are made with the situation obtaining in the preceding month.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during December, 1950, insurance books were issued to 4,024,156 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 79,171 since November 30, 1950.

As at the end of December, there were 241,569 employers registered, representing an increase of 63 since November 30.

Supplementary Benefit

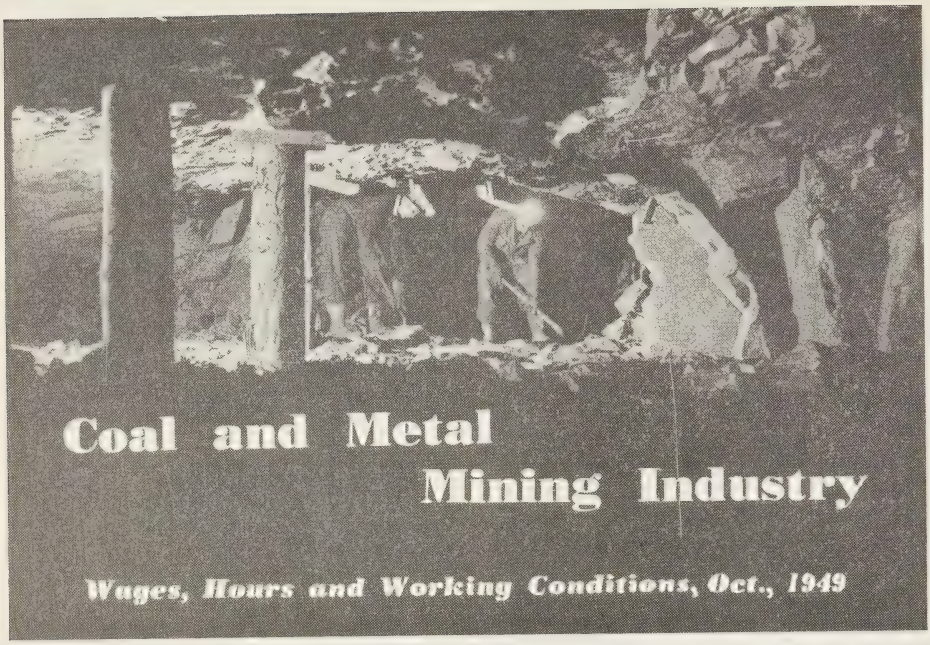
This year, and in succeeding years, supplementary unemployment insurance benefit is payable during the period January 1 to March 31 inclusive.

The program is designed to protect workers who become unemployed in the winter months and who have exhausted their right to ordinary unemployment insurance benefit, or who are ineligible for certain other reasons (L.G., Dec., 1950, p. 2031).

The procedure for handling supplementary benefit claims differs this year from last in that no distinction is made in the initial handling of regular and supplementary benefit claims. Applications are completed for regular benefit, and those who fail to satisfy the minimum contribution requirements are automatically regarded as applications for supplementary benefit. This is to ensure that supplementary benefit is not granted to a claimant who can qualify for regular benefit.

Although supplementary benefit is not payable until January 1, the commencing date for filing claims is December 1. Claimants making application for ordinary benefit on and after that date, who fail to meet the statutory conditions, are immediately considered for supplementary benefit, and may serve their waiting days (including the non-compensable day) prior to January 1, 1951. Only days of unemployment subsequent to December 31, 1950, may be paid for, however.

The number of initial claims considered during December and their disposition are shown in Table 8 in the Labour Statistics section.



Coal and Metal Mining Industry

Wages, Hours and Working Conditions, Oct., 1949

Average wage rates in the Canadian Mining Industries increased more than 3 per cent in 1949. The average increase was 4·4 per cent in Metal Mining and 1·7 per cent in Coal Mining.

Some substantial differences in hours and working conditions between the Coal and Metal Mining Industries are noted in the following article.

Average wage rates in Canadian mining increased just over 3 per cent during the year ending October 1, 1949, according to information obtained from an annual survey of the industry by the Economics and Research Branch of the Department of Labour. This raised the index of wage rates in the Mining Industry to a high of 187·6 over the base year 1939 as 100. The wage increase in 1949 was much less than during each of the two previous years when the average wages rose 15 per cent in 1947 and 12·5 per cent in 1948.

There were some substantial differences in working conditions between the Coal and Metal Mining Industries at the time of the 1949 survey. The 5-day 40-hour normal work week was predominant in Coal Mining, whereas the 6-day 48-hour week was predominant in Metal Mining. Time and one-half for work after regular daily or weekly hours and for work on Sunday, and double time for work on statutory holidays was more common in Metal Mining than in Coal Mining.

An initial vacation of two weeks with pay after a year of employment was general in the Coal Mining Industry, as compared with one week in the Metal Mining Industry. Three-quarters of the mine workers in this latter group, however, have their annual vacations increased to two or three weeks with pay after longer periods of employment. About one-half of the workers in Metal Mining were paid for some or all of the observed statutory holidays, but only two per cent of the workers in Coal Mining were reported to be paid the observed holidays when not worked.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1949.

Provincial legislation on working conditions may be obtained from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

COAL MINING

Canadian coal production in 1949 reached an all-time high of 19,120,000 short tons valued at almost $111 million. The Coal Mining Industry employed an average of 24,230 mine workers during the year, over 17,000 of whom were underground wage-earners.

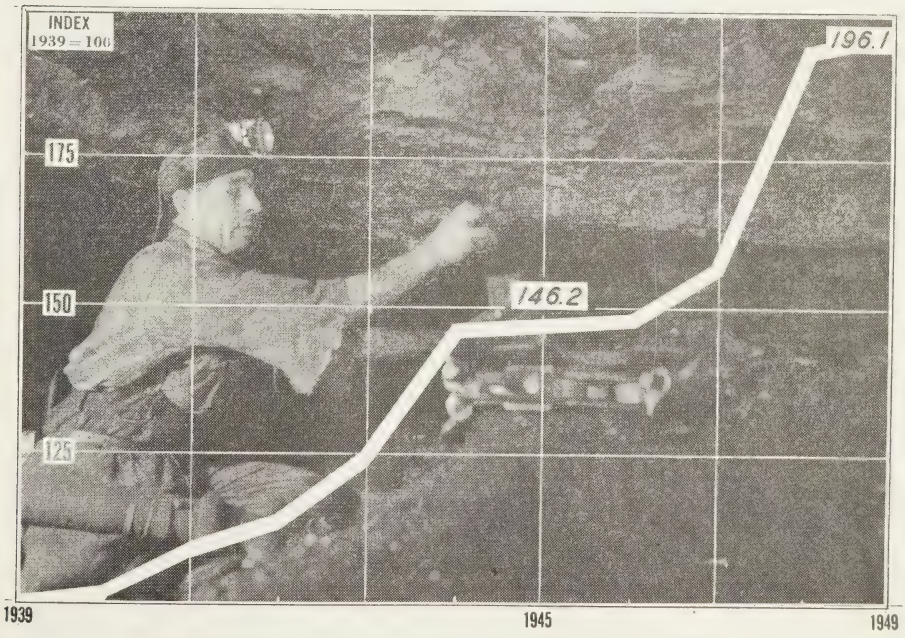
Average daily wages of underground and surface workers rose 1·7 per cent in 1949 when a general increase was obtained by the employees of the eastern mines. Most of the workers were on a 5-day 40-hour week, received two weeks' vacation with pay and were employed by mines observing nine statutory holidays in 1949.

Information for this study of wages and working conditions was obtained from 85 coal mining establishments employing almost 23,000 surface and underground workers. More than one-half of these workers were employed in Nova Scotia, about one-third in Alberta, ten per cent in British Columbia, and less than 500 in New Brunswick and Saskatchewan. All but a few of the non-office employees in the Coal Mining Industry were men, thus the distributions of workers in the accompanying tables contain figures for male employees only.

Wage Rates.—The index of average daily wages in the Coal Mining Industry had, at October 1, 1949, risen to 196·1 over the base year 1939 as 100. The 1·7 per cent increase in 1949 was largely due to the 50 cents a day raise gained by the workers in eastern mines. This increase was not received by most of the workers until October 1949 but it was then made retroactive to February 1 of that year. The employees of the western mines did not receive a general wage increase in 1949 although there were some individual adjustments of rates.

The average daily wage rates in the Coal Mining Industry varied about as much between the list of representative occupations shown in Table I as between the provinces for which information is given. Excluding the Contract Miners, who are on piece-work, the average wage rates for Canada as a whole ranged from $8.89 for Pumpmen to $10.68 for Datal Miners. The average basic Labourer rate, $8.96 for Canada, ranged from $8.14 in Nova Scotia to $10.07 in Alberta. The average straight-time earnings of Contract Miners was $12.65 a day for all Canada, and ranged from $11.75 a day in Nova Scotia to $15.19 a day in British Columbia.

The Normal Work Week.—Provincial legislation in 1949 limited underground work in coal mines to a maximum of 8 hours a day, although in Saskatchewan this limit could be exceeded by mutual consent. The maximum work week was also limited in Alberta to 48 hours and in



Average Daily Wage Rates in Coal Mining, 1939-49

British Columbia to 44 hours. Surface workers at coal mines were limited to the same working hours as underground workers in Saskatchewan, Alberta and British Columbia.

The 5-day 40-hour week was predominant in the Coal Mining Industry, with mining establishments employing 85 per cent of the workers reporting this schedule (Table II). The majority of the remainder were working 47 or 48 hours a week; and the four mines reporting from Saskatchewan were all on a 44-hour week. During the pay period preceding October 1, 1946, the previous year for which published information is available,[1] the majority of workers in the Coal Mining Industry were on a 6-day 48-hour week in each of the provinces except British Columbia. In that province most of the workers were then on a 5-day 40-hour week.

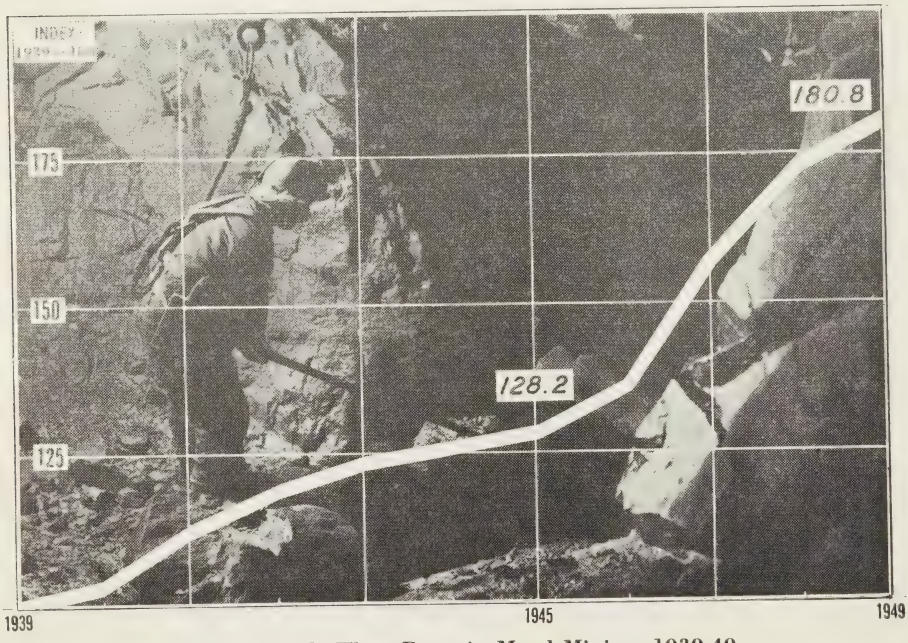
Overtime Payment.—An overtime premium for underground work after regular hours was reported by only one mining establishment in the eastern district (Table III). Certain surface trades, however, were paid time and one-half for work after regular daily hours and double time for work on Sundays and statutory holidays.

1 "Wages, Hours and Working Conditions in the Coal Mining Industry, October 1946", the LABOUR GAZETTE, April 1948, p. 352.

Almost all of the mines in the western provinces which reported information on overtime payment indicated a rate of time and one-half after regular daily or weekly hours had been worked and for work on Sundays and statutory holidays. Two mines reported a rate of double time for Sunday work and three reported this rate for work on statutory holidays. Double time and one-half on statutory holidays was reported by the four mining establishments in Saskatchewan.

Many mining establishments reported time and one-half for overtime in 1946 but none reported a rate higher than this. Fourteen of the mines in Alberta did not pay a premium for overtime work during the week in 1946, whereas in 1949 most of them reported paying time and one-half.

Vacations with Pay.—There has been no great change in the length of vacation with pay in the Coal Mining Industry since previous comparable information for 1946 was published. Almost all of the workers received an annual vacation of two weeks with pay, or the equivalent, after a year of employment. Only five mines, employing about 200 workers, reported giving an annual vacation of one week with pay. One of the mines in Nova Scotia which initially gave a paid vacation of two weeks reported giving three weeks with pay after 20 years of employment.



Average Hourly Wage Rates in Metal Mining, 1939-49

Statutory Holidays.—Less than one per cent of the workers in the Coal Mining Industry were employed in mining establishments which reported that they did not observe any statutory holidays in 1949 (Table IV). Ninety-five per cent of the workers were employed by mines which reported observing from 7 to 10 statutory holidays, with the largest numbers observing 9 or 10 days.

The number of holidays observed, in this article, is the number of days when the establishment is not operating by reason of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

Payment for statutory holidays when these days are not worked is not common in the Coal Mining Industry. Only 2 per cent of the workers were employed by mines which reported paying for statutory holidays when not worked.

Collective Agreements.—Almost 95 per cent of the workers included in the survey of the Coal Mining Industry were reported to be covered by written collective agreements. With but few exceptions the employees were represented by the United Mine Workers of America (CCL). The two main divisions under the United Mine Workers of America are District No. 18 in Saskatchewan, Alberta and British Columbia, and District No. 26 in Nova Scotia and New Brunswick.[2]

METAL MINING

The Metal Mining Industry employed an average of 65,330 employees in 1949, paying out approximately $187,400,000 in salaries and wages. This Canadian industry produced almost $514,500,000 in metals, excluding the value of metal production in Newfoundland, just over half of which was produced in Ontario. One hundred and ten million dollars worth of metals were produced in British Columbia and almost $83 million worth in Quebec.

The index of average hourly wage rates increased 4·4 per cent in 1949, less than half the percentage increase during the previous year. The 6-day 48-hour week was predominant in the Metal Mining Industry at the date of the survey, October 1, 1949. Most of the workers were paid time and one-half for work after regular daily or weekly hours and for work on Sunday; double time was predominant for work on statutory holidays. Almost all of the workers were in mining establishments which gave an initial vacation of one week with pay after a year of employment, and many of these increased the vacation period to two or three weeks after longer periods of employment. The large majority of workers were employed by mines observing from 3 to 7 statutory holidays; but just over one-half were paid for any or all of the statutory holidays when not worked.

Information on wages and working conditions for this study was obtained from 123 mining establishments employing 43,861 male employees working in mill, surface and underground occupations. More than 26,000 of these male employees were working in Ontario, about 7,600 in Quebec, 5,300 in British Columbia, 3,500 in Manitoba and 1,400 in Yukon and the Northwest Territories. Less than one per cent of the non-office employees covered in the survey of the Metal Mining Industry were women.

Wage Rates.—Average hourly wage rates in the Metal Mining Industry increased 4·4 per cent during the year ending October 1, 1949. This compares with an increase of 9·8 per cent during the year ending October 1, 1948 and 16·2 per cent during the year previous. The increase in 1949 raised the Metal Mining wage index to 180·8 compared with 100 in the base year 1939.

The Canada average of wage rates for the selected surface and mill occupations shown in Table V ranged from 97 cents an hour for Labourers to $1.23 for Electricians, and for the selected underground occupations from 91 cents an hour for Miner's Helpers to $1.13 for Hoistmen. Most of the underground workers were paid an incentive bonus in addition to their basic hourly rates, thus increasing their average hourly earnings. Whereas the Canada average wage rate for Miners was $1.06 an hour, the average hourly earnings figure was $1.36.

There was a large variation in average wages between provinces as well as between occupations. For example, the average hourly earnings of Miners ranged from $1.22 in Quebec to $1.54 in Manitoba; and the average hourly wage rate for Labourers ranged from 97 cents in Quebec to $1.03 in Manitoba.

The Normal Work Week.—Except in British Columbia, the 6-day 48-hour normal work week was predominant in the Metal Mining Industry (Table VI). In British Columbia, 44 per cent of the workers were on a 5½-day 44-hour week and 40 per cent were on a 5-day 40-hour week in 1949.

[2] Of general interest is the study, "Collective Agreements in the Coal Mining Industry in Canada, September, 1946", THE LABOUR GAZETTE, December, 1946, p. 1692.

Nine mining establishments, mainly engaged in surface operations, were reported operating on a work week of more than 48 hours; seven of these firms reported a 7-day 56-hour week.

The distribution of normal weekly hours in 1949 indicates little change since 1946, the last year for which comparable information was published.[3] The main difference is in the greater number of mines in British Columbia now operating on a 44-hour week and the two mines in that province, employing two-fifths of the workers, on a 40-hour week.

Overtime Payment.—Almost all of the mining establishments which reported information on overtime payment in 1949 indicated a rate of time and one-half for work after regular daily or weekly hours and for work on Sunday (Table VII). Forty-one of the mines, employing almost 13,100 workers, paid an overtime premium only after standard weekly hours had been worked.

More than one-half of the workers were employed by mines which paid double time for work on statutory holidays, and one-third were in those which paid time and one-half. Mining establishments employing about 10 per cent of the workers reported paying double time for work on certain statutory holidays, usually Christmas and New Years, and time and one-half for others.

Since 1946 there has been an increase in the number of mines paying time and one-half for work after regular daily hours and for work on Sunday, and an increase in the number paying double time for work on statutory holidays.

Vacations with Pay.—All but three of the mining establishments which reported giving annual vacations in 1949 paid for one week, or the equivalent, generally after a year of employment (Table VIII). The three exceptions were mines in the Yukon and Northwest Territories area which gave an initial vacation of two weeks with pay after a year or less of employment. Only one mine reported that annual paid vacations were not given to the workers.

Three-quarters of the employees were in mining establishments which increased the period of vacation as the worker's term of employment continued. A second week with pay, or four per cent of earnings, was given after periods of service up to 9 years, in most cases after five years. Four mining companies, employing almost 13,800 workers, gave three weeks' vacation with pay after periods of employment ranging from 15 to 25 years.

There has been some increase since 1946 in the number of mines giving a vacation of two weeks with pay or more. Whereas 28 per cent of the mining establishments reported giving two weeks with pay in 1946, almost one-half reported giving two or three weeks in 1949.

Statutory Holidays.—Ninety-eight per cent of the workers in the Metal Mining Industry were employed by mining establishments which reported observing from 2 to 7 statutory holidays in 1949 (Table IX). Thirty-eight per cent of the workers were in mines which observed 6 statutory holidays and about one-quarter were in those which observed 4 days.

As for the Coal Mining Industry above, the statutory holidays are those days when the establishment is not operating by reason of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

One-half of the workers were employed by mining establishments which did not pay for any of the statutory holidays if these days were not worked. Of those workers who were paid for some or all of the statutory holidays when not worked, 60 per cent were paid for 6 days and 10 per cent were paid for 4.

Collective Agreements.—Two-thirds of the workers included in the survey of the Metal Mining Industry were reported to be covered by written collective agreements. Most of the workers who were covered by the terms of these collective agreements were represented by the International Union of Mine, Mill and Smelter Workers. This union was expelled from the CCL in 1949 and from the CIO early the following year.

[3] "Wages, Hours and Working Conditions in the Metal Mining Industry, October 1946", THE LABOUR GAZETTE, May, 1948, p. 497.

TABLE I.—AVERAGE DAILY WAGE RATES FOR SELECTED OCCUPATIONS IN THE COAL MINING INDUSTRY, OCTOBER 1949

Occupation	Canada (1)	Nova Scotia		Alberta		British Columbia	
	Average Wage Rate per Day	Average Wage Rate per Day	Range of Rates per Day (2)	Average Wage Rate per Day	Range of Rates per Day (2)	Average Wage Rate per Day	Range of Rates per Day (2)
	$	$	$	$	$	$	$
Blacksmith	9.84	9.02	8.69—10.16	10.90	10.42—11.05	10.85	10.56—11.05
Bratticeman	9.53	8.32	8.24— 8.62	10.79	10.74—10.95	10.87	10.74—10.95
Carpenter	9.58	8.71	8.64— 8.78	10.89	10.52—11.05	10.90	10.84—11.05
Driver	10.21	9.29	8.14—10.73	10.68	10.56—10.68	10.56	.....
Hoisting Engineer	9.49	8.62	8.14— 9.48	10.72	10.14—11.11	10.79	10.35..11.11
Labourer	8.96	8.14	7.55— 8.74	10.07	9.79—10.08	9.54	8.16—10.07
Machinist	10.30	9.75	8.69—10.16	11.11	10.52—12.05	10.92	10.84—11.05
Miner, Contract (3)	12.65	11.75	10.60—12.50	14.20	10.95—17.53	15.19	12.97—17.26
Miner, Datal	10.68	9.08	8.14— 9.24	10.95	10.74..11.67	11.30	.....
Miner, Machine	10.92	9.37	8.14—11.90	11.94	10.07—14.60	11.24	10.74—12.47
Pumpman	8.89	8.67	8.64— 8.77	10.37	9.52—10.95	.....	.....

(1) Canada averages include the rates of some workers in New Brunswick.
(2) Ranges include rates for the middle 80 per cent of the workers used in the calculation of the averages.
(3) Rates for Contract Miners are average straight-time daily earnings.

TABLE II.—NORMAL WEEKLY HOURS OF MINE WORKERS IN THE COAL MINING INDUSTRY, OCTOBER 1949

Normal Weekly Hours	Canada		Nova Scotia		Alberta		British Columbia		Other Provinces (1)	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
40 hours (2)	55	18,240	3	8,909	44	7,124	7	2,187	1	20
44 hours	8	371	.....	.....	3	46	1	32	4	293
47 hours	2	1,659	2	1,659	.....	.....	.....	.....	.....	.....
48 hours	18	2,548	7	2,204	10	265	.....	.....	1	79
Over 48 hours	2	99	.....	.....	.....	.....	.....	.....	2	99
Total	85	22,917	12	12,772	57	7,435	8	2,219	8	491

(1) New Brunswick and Saskatchewan.
(2) These mines reported operating on a 5-day week.

TABLE III.—OVERTIME PAYMENT IN THE COAL MINING INDUSTRY, OCTOBER 1949

Overtime Rates of Pay		Canada		Nova Scotia		Alberta		British Columbia		Other Provinces (1)	
		Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
Monday through Saturday											
Straight time	(2)	8	11,706	7	11,686					1	20
Time and one-half		63	10,222	1	425	53	7,329	5	2,175	4	293
No overtime policy reported		14	989	4	661	4	106	3	44	3	178
Total		85	22,917	12	12,772	57	7,435	8	2,219	8	491
Sunday											
Straight time	(2)	7	11,686	7	11,686						
Time and one-half		60	10,023	1	425	50	7,130	5	2,175	4	293
Double time		2	162			2	162				
No overtime policy reported		16	1,046	4	661	5	143	3	44	4	198
Total		85	22,917	12	12,772	57	7,435	8	2,219	8	491
Statutory Holidays											
Straight time	(2)	15	12,172	8	11,958	3	28	2	40	2	146
Time and one-half		53	9,436	2	127	46	7,134	5	2,175		
Double time		3	521	1	425	2	96				
Double time and one-half		4	293							4	293
No overtime policy reported		10	495	1	262	6	177	1	4	2	52
Total		85	22,917	12	12,772	57	7,435	8	22,219	8	491

(1) New Brunswick and Saskatchewan.
(2) Five mines paid time and one-half for overtime Monday through Friday and double time for work on Sundays and statutory holidays to certain surface trades.

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE COAL MINING INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	Canada		Nova Scotia		Alberta		British Columbia		Other Provinces (1)	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
None	3	216	1	138	2	78	...	...	...	...
1— 6	12	449	1	185	7	108	2	45	2	111
7	4	2,917	3	2,916	1	1	...	...	...	...
8	11	524	1	26	5	233	2	12	3	253
9	12	10,817	5	9,377	5	1,380	...	...	2	60
10	37	7,583	1	130	32	5,291	4	2,162	...	...
More than 10	5	344	...	...	5	344	...	...	...	...
No information	1	67	...	...	...	...	...	...	1	67
Total	85	22,917	12	12,772	57	7,435	8	2,219	8	491
Number of Statutory Holidays Paid For Although Not Worked										
None	73	21,563	11	12,347	52	6,874	7	2,211	3	131
1	2	16	...	...	2	16	...	...	...	...
6	1	18	...	...	1	18	...	...	...	...
8	5	301	...	...	...	...	1	8	4	293
No information	4	1,019	1	425	2	527	...	...	1	67
Total	85	22,917	12	12,772	57	7,435	8	2,219	8	491

(1) New Brunswick and Saskatchewan.

TABLE V.—AVERAGE HOURLY WAGE RATES AND STRAIGHT-TIME EARNINGS FOR SELECTED OCCUPATIONS IN THE METAL MINING INDUSTRY, OCTOBER 1949

Occupation	Canada		Quebec		Ontario		Manitoba		British Columbia	
	Average Hourly Wage Rate	Average Hourly Earnings (1)	Average Hourly Wage Rate	Average Hourly Earnings (1)	Average Hourly Wage Rate	Average Hourly Earnings (1)	Average Hourly Wage Rate	Average Hourly Earnings(1)	Average Hourly Wage Rate	Average Hourly Earnings(1)
	$	$	$	$	$	$	$	$	$	$
Underground Occupations										
Cage and Skiptender	1·05	1·10	·97	1·03	1·06	1·12	1·19	.....	1·12	1·26
Chute Blaster	1·06	1·30	·93	1·02	1·04	1·21	1·09	1·30	1·24	1·62
Deckman	·95	1·07	·92	1·03	·95	1·09	1·06	.....	.....	.....
Hoistman	1·13	1·33	1·07	1·17	1·13	1·15	1·22	.....	1·16	1·30
Miner	1·06	1·36	·97	1·22	1·06	1·37	1·14	1·54	1·18	1·49
Miner's Helper	·91	1·13	·89	1·02	·91	1·17	1·05	1·32	1·03	1·30
Motorman	1·03	1·22	·93	1·04	1·05	1·26	1·14	1·57	1·06	1·20
Mucker and Trammer	1·01	1·23	·93	1·04	1·03	1·28	1·10	1·46	1·02	1·24
Pipeman	1·10	1·10	·98	.....	1·11	1·11	1·26	.....	1·17	1·24
Sampler	·98	1·08	·95	.....	·98	1·08	.....	.....	1·10	1·12
Timberman	1·12	1·38	·94	1·00	1·15	1·40	1·14	.....	1·21	1·55
Trackman	1·06	1·11	·94	1·01	1·07	1·14	1·15	.....	1·17	1·29
Surface and Mill Occupations										
Blacksmith	1·16	.....	1·04	.....	1·18	.....	1·19	.....	1·24	.....
Carpenter	1·18	.....	·98	.....	1·18	.....	1·33	.....	1·27	.....
Crusherman	1·02	.....	·92	.....	1·01	.....	1·22	.....	1·09	.....
Electrician	1·23	.....	1·03	.....	1·25	.....	1·36	.....	1·24	.....
Labourer	·97	.....	·79	.....	1·00	.....	1·03	.....	1·02	.....
Machinist	1·22	.....	1·05	.....	1·22	.....	1·33	.....	1·31	.....
Millman	1·04	.....	·92	.....	1·02	.....	1·25	.....	1·09	.....
Steel Sharpener	1·10	.....	1·01	.....	1·11	.....	1·27	.....	1·19	.....

(1) Basic hourly rates plus incentive bonus for straight time.

TABLE VI.—NORMAL WEEKLY HOURS OF MINE WORKERS IN THE METAL MINING INDUSTRY, OCTOBER 1949

Normal Weekly Hours	Canada		Quebec		Ontario		Manitoba		British Columbia		Yukon and Northwest Territories	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
40 hours (1)	2	2,118	.....	.....	.....	.....	.....	.....	2	2,118	.....	.....
44 hours	(2) 15	2,338	.....	.....	1	5	.....	.....	14	2,333	.....	.....
48 hours	(3) 97	38,582	26	7,564	46	25,442	5	3,374	13	841	7	1,361
Over 48 hours	9	823	.....	.....	6	665	1	95	.....	.....	2	63
Total	123	43,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424

(1) These mines reported operating on a 5-day week.
(2) One mine reported working 40 hours and 48 hours on alternate weeks.
(3) One mine reported its shop workers on a 45-hour week.

TABLE VII.—OVERTIME PAYMENT IN THE METAL MINING INDUSTRY, OCTOBER 1949

Overtime Rates of Pay	Canada		Quebec		Ontario		Manitoba		British Columbia		Yukon and Northwest Territories	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
Monday through Saturday												
Straight time	1	101			1	101						
Time and one-half	93	39,239	20	7,035	34	22,921	3	2,784	29	5,292	7	1,207
No overtime policy reported	29	4,521	6	529	18	3,090	3	685			2	217
Total	123	43,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424
Sunday												
Straight time	1	746			1	746						
Time and one-half	53	30,061	9	2,723	17	18,862	3	2,784	21	4,573	5	1,119
Double time	1	14							1	14		
No overtime policy reported	66	13,040	17	4,841	35	6,504	3	685	7	705	4	305
Total	123	43,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424
Statutory Holidays												
Straight time	10	1,064	4	464	4	184	1	346			1	70
Time and one-half	56	14,426	12	3,626	18	7,277	1	16	21	2,370	6	1,137
Double time	38	23,325	6	1,262	21	16,130	4	3,107	6	2,811	1	15
Other overtime rates [1]	12	4,593	4	2,212	8	2,381						
No overtime policy reported	5	453			2	140			2	111	1	202
Total	123	43,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424

[1] These mines paid double time for work on certain statutory holidays, generally Christmas and New Years, and time and one-half for others.

TABLE VIII.—VACATIONS WITH PAY FOR MINE WORKERS IN THE METAL MINING INDUSTRY, OCTOBER 1949

Length of Vacation and Service Requirements	Canada		Quebec		Ontario		Manitoba		British Columbia		Yukon and Northwest Territories	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
INITIAL VACATION												
One Week or Equivalent	*115*	*42,961*	*25*	*7,492*	*52*	*26,057*	*6*	*3,469*	*29*	*5,292*	*3*	*651*
One week after:												
No specified service	2	121	1	66	1	55						
Less than one year	2	485	1	451	1	34						
One year	100	40,431	18	5,951	45	25,202	6	3,469	29	5,292	2	517
2 per cent of earnings	10	1,489	4	589	5	766					1	134
½ day per month	1	435	1	435								
Two Weeks	(1) *3*	*486*									*3*	*486*
Total	118	43,447	25	7,492	52	26,057	6	3,469	29	5,292	6	1,137
MAXIMUM VACATION												
Two Weeks or Equivalent	*56*	*18,708*	*12*	*3,961*	*25*	*9,632*	*3*	*663*	*14*	*4,043*	*2*	*409*
Two weeks after:												
Less than 2 years	6	1,245	2	517	1	265	1	244	2	219		
2 years	14	3,775	1	41	3	753			9	2,706	1	275
4 years	2	956	1	436	1	520						
5 years	27	10,747	7	2,845	19	7,787			1	115		
6 to 9 years	5	1,729			1	307	2	419	2	1,003		
4 per cent of earnings	2	256	1	122							1	134
Three Weeks	(2) *4*	*13,791*			*2*	*11,331*	*2*	*2,460*				
No Increase for Longer Service	*58*	*10,948*	*13*	*3,531*	*25*	*5,094*	*1*	*346*	*15*	*1,249*	*4*	*728*
One week or equivalent	55	10,462	13	3,531	25	5,094	1	346	15	1,249	1	242
Two weeks or equivalent	3	486									3	486
Total	118	43,447	25	7,492	52	26,057	6	3,469	29	5,292	6	1,137

NOTE: One mine reported that no annual paid vacation was given, and four did not report information on vacations with pay.
(1) One mine had a service requirement of six months and two had a requirement of one year.
(2) One mine had a service requirement of 15 years, one of 17 years, one of 20 years and one of 25 years.

TABLE IX.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE METAL MINING INDUSTRY, OCTOBER 1949

Number of Statutory Holidays Observed	Canada		Quebec		Ontario		Manitoba		British Columbia		Yukon and Northwest Territories	
	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers	Mines	Male Workers
None	2	140			2	140						
1	1	34			1	34						
2	14	2,201	3	350	8	1,539	1	95			2	217
3	28	7,171	9	2,837	19	4,334						
4	29	10,944	11	3,651	14	6,969	1	244	1	14	2	66
5	4	634	1	419	1	134			1	11	1	70
6	22	16,527	1	22	2	10,766	1	324	14	4,344	4	1,071
7	12	5,564	1	285	2	2,001	3	2,806	6	472		
More than 7	10	549			4	195			6	354		
No information	1	97							1	97		
Total	123	43,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424
Number of Statutory Holidays Paid For Although Not Worked												
None	94	22,123	21	6,561	42	10,850	3	685	20	2,805	8	1,222
1	3	1,497	2	201	1	1,296						
2	4	993	2	736	1	55					1	202
3	2	1,093			2	1,093						
4	8	4,381	1	66	3	1,830	2	2,460	2	25		
6	4	13,194			2	10,766	1	324	1	2,104		
More than 6	3	18							3	18		
No information	5	562			2	222			3	340		
Total	123	48,861	26	7,564	53	26,112	6	3,469	29	5,292	9	1,424

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

January 1951 . . .

. . . was characterized by sustained activity in most manufacturing industries and logging, accompanied by continued lulls in agriculture, transportation and construction. Seasonal unemployment increased steadily with applications for employment on file at National Employment Service offices reaching 300,000 at the month-end. The number of persons looking for work has been relatively higher on the west and east coasts than in the central regions where, even with the seasonal labour surplus, there were still some labour shortages. These have appeared in logging and in those sections of manufacturing which have been influenced by high consumer demand and defence spending.

During January, continued expansion in the manufacturing industries, especially in Ontario and Quebec, engendered by high capital investment and strong consumer demand, coupled with the possibility of future defence orders, has given rise to considerable concern about available supplies of manpower for an expanded defence program.

In spite of mounting seasonal unemployment arising from temporary inactivity in such industries as construction, agriculture and transportation, employment nevertheless remains generally at near record heights. This year, logging in Eastern Canada has meant jobs for twice as many woodsmen as last winter and shortages of labour were reported from most cutting areas during January. Cutting is being carried on much later this year, although towards the end of January, hauling had begun in some districts.

One indication of available labour supplies in Canada is the number of applications for work on file at National Employment Service offices. These totalled 300,000 at the end of January, or approximately 6 per cent of the labour force. Slightly more than a third of these applications were from persons in unskilled occupations. Of the remaining 64 per cent, about 36 per cent fell in occupations classified as skilled or semi-skilled and the remaining 28 per cent were in the clerical, sales and service groups.

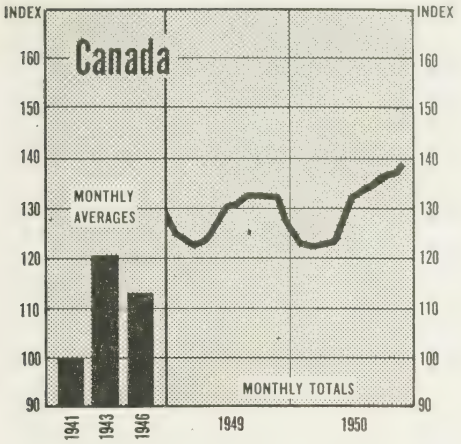
Another significant feature of the reported labour supply was that a larger portion was in the age group of 45 and over than at any time before in the post-war period. About one out of every three applications were from persons 65 and over. In actual numbers, there were 59,000 men and 11,000 women between the ages of 45 and 64 and another 23,000 and 1,200 who were 65 years of age and over. One in four applications on file at the end of January was received from a woman; the majority of these applicants are married.

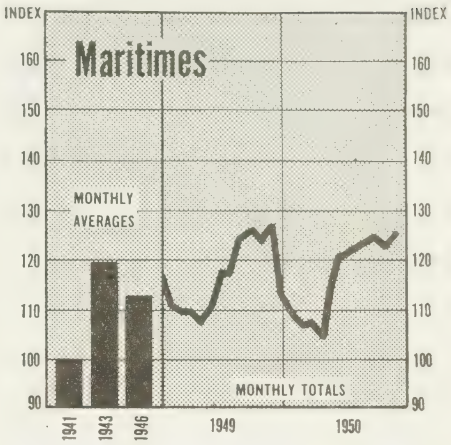
Regional Analysis

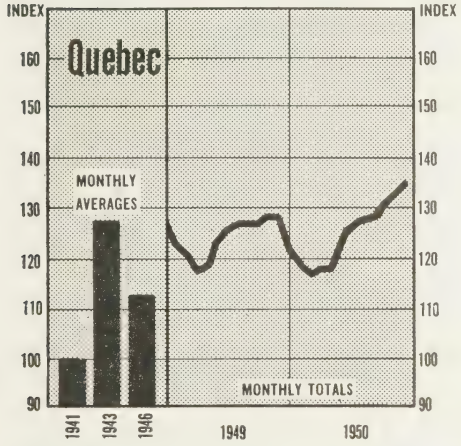
During January, more than 200 work projects started by the ***Newfoundland*** government in October and November shut down, releasing several thousand relief applicants. Woods employment declined somewhat as the pulpwood cut neared this year's quotas, but log hauling, and extended cutting in central and eastern areas where hauling was retarded by lack of snow, kept a large number of workers in the bush. Construction and navigation, trade and related activities experienced further seasonal slackening. These factors contributed to a considerable rise in the number of job applications on file with National Employment Service offices during the month, bringing the total to 9,100. This, however, was still almost 40 per cent lower than at the comparable 1950 date.

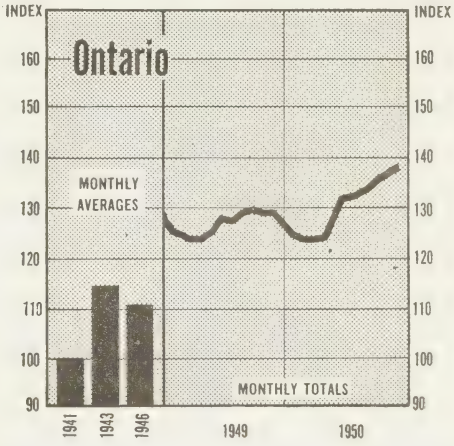
In the ***Maritimes,*** unfavourable weather conditions kept logging activity at a low level in most of Nova Scotia and eastern New Brunswick. Mild weather and lack

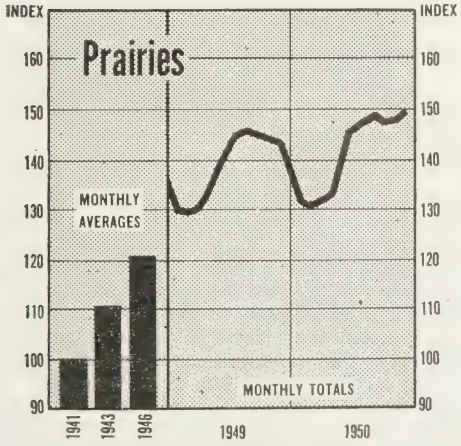
REGIONAL EMPLOYMENT TRENDS

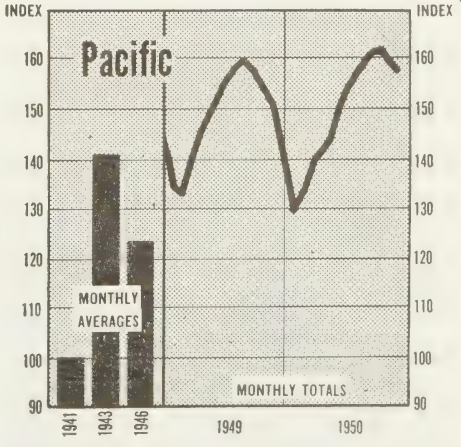












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of snow made log hauling virtually impossible. Lumbering operators were considering closing down bush camps, fearing that some of the logs already cut and any additional cutting might have to be left in the woods. In the rest of New Brunswick, however, with conditions more favourable to bush work, woods activity continued at a high level. Fishing was seasonally quiet, except for smelt, where operations were handicapped by mild weather and by a severe storm early in the month. The effects of unseasonal weather on construction were also pronounced but not, as in fishing and forestry, unfavourable. Despite growing material shortages, building remained much more active than a year ago in many of the larger centres. Shipbuilding employment varied only slightly, continuing at a low level; and the steel shortage kept the outlook for this industry uncertain. Registrations with NES in the Maritimes totalled 32,200 at February 1, 20 per cent below last year's level.

In ***Quebec,*** where job applications totalled 89,300 at the end of the month—almost 20 per cent below the comparable 1950 total —manufacturing employment continued to increase as the aircraft, textile, men's footwear and leather glove industries expanded seasonally and to handle military contracts. Chemicals and aluminum production maintained high levels of activity, with staff being trained for further expansion in the latter industry. Steel-using industries continued to experience difficulties due to shortages of materials on the one hand and of key skills on the other. Other industries affected by material shortages included woollen and nylon hosiery mills, leather, rubber products and furniture manufacturing. Heavy snow in some areas north of the St. Lawrence hampered logging and suspended work on the Labrador railway, while in other areas pulp cutting quotas were being extended, some indefinitely. The general level of woods employment remained much above last year's and shortages of experienced pulp cutters persisted.

In the steel-using industries in ***Ontario,*** expansion of employment occurred simultaneously with lay-offs brought on by the steel shortages, but the net outcome was an advance in over-all employment. Defence orders led to increased employment in the aircraft and rubber products industries during January. Expansion was under way in the already active chemicals industry with a 20 per cent increase planned in the production of synthetic rubber. Steel producers added to their payrolls, some putting on extra shifts. Generally above-average temperatures favoured an unusually high level of building activity for this time of year, despite some slackening in construction employment that, with seasonal lay-offs in food products industries and in retail trade, contributed to a rise in job applications during the month. At February 1, the regional total of registrations with NES offices stood at 68,300, almost 25 per cent lower than last year at that time.

By the end of January, active registrations in the ***Prairie*** region offices of the NES totalled 51,100, almost as high as last year at the same time. During the month, while bush work continuerd to employ large numbers in the Lakehead district and pulpmills and shipbuilding there took on staff, extreme cold curtailed construction activity farther west. Seasonal lay-offs occurred in meat packing, sugar processing and retail trade and coal production was reduced by low demand and strikes. These factors, together with a larger number of farm workers seeking winter jobs to augment lower farm cash income this year, resulted in an over-all level of unemployment very similar to that of last year.

The northern interior was the only part of the ***Pacific*** region in which gales and heavy precipitation did not drastically curtail woods operations and sawmilling activity in the latter part of January by making bush roads virtually impassable. Seasonal causes and the completion of some large projects brought further slackening to the construction industry during the month, although preliminary work has been started on several large undertakings that will keep the industry fully active later this year. Shipbuilding employment rose as refitting and conversion work for the Navy got underway, and increased port activity provided more work for longshoremen. Job applications in NES files in the region rose to a month-end total of 50,000. This was over 25 per cent lower than at the beginning of February, 1950.

Industrial Analysis

Canadian ***manufacturing*** plants have been much busier this winter than last year, when lay-offs and short-time work were widespread. Not only has there been an increase in the number of jobs provided but this employment has been steadier and at higher wage rates on the average. It is estimated that about 5 per cent more persons were employed in manufacturing plants at the end of 1950 than there were one year earlier, which represents an increase of over 50,000 jobs. Lay-offs have been few in number, resulting rather from

shortages of materials than lack of orders. During January, about 1,700 workers were reported as laid off, with over 700 of this total in industries using steel where the principal cause was shortage of steel. Latest data place avarage weekly earnings in the industry at approximately $49, nearly $3.50 per week more than at the same date in 1949.

Meat packing.—During 1950, inspected slaughterings of cattle and sheep showed a sharp decline from the previous year while those of hogs registered a marked increase. Calf slaughterings increased slightly during the year. The net effect was to maintain employment in the meat packing industry at about the same level in 1950 as in 1949, the work force in the industry numbering about 22,000 at the end of the year.

Inspected Slaughterings of Livestock, 1949 and 1950—Canada Total

	1950	1949
Cattle	1,284,683	1,439,489
Calves	773,205	766,277
Hogs	4,405,055	4,098,609
Sheep	521,089	629,673

In the month of January, a seasonal slackness in employment is usual. This was reported as evident among smaller plants but a strong market for beef cattle in part offset this trend. With a strong domestic market and high prices prevailing, the volume of exports to the United States was held down. In the first six weeks of the year, shipments of beef cattle totalled about 24,000 head, about half the number in the same period in 1950 when exports were unusually high.

Dairy products.—The downtrend in dairy employment which began during 1950 continued in January as many rural butter and cheese factories were experiencing the usual winter slowdown with about half the staff laid off. Over the long term, declining milk production (down from 15·7 million pounds in the first eleven months of 1949 to 15·4 million in the first eleven months of 1950) was the main factor in the lower employment. While milk sales have increased, production of such end-products as butter and cheese has declined, with a corresponding reduction in dairy employment. Although no surplus of any of these products exists, there was no indication during January of a reversal of the downward employment trend.

Primary textiles.—Increased demand for civilian goods and the beginning of work on defence orders have resulted in expanded operations in the primary textile industry. At December 1, 1950, the working force was estimated to be about 5 per cent higher than at the same time in the previous year, with over 64,000 persons at work in cotton, wool, and synthetic silk plants. Some plants have added new shifts and others are operating training programs for inexperienced new workers. Skilled workers are reported as scarce, particularly in such trades as spinners, weavers and loom fixers. There has been no shortage of inexperienced help during the winter.

Pulp and Paper.—Expansion in production and employment in the pulp and paper industry is limited not by the demand for its products but, rather, by the capacity of the industry. The United States continues to absorb Canadian newsprint production at a record rate, now taking nearly 90 per cent of total production. Requests for paper have also been received from the United Kingdom, Australia, South Africa and some European countries. New job opportunities in the industry have not been as large as might have been expected in view of this strong demand. In the year ending December 1, 1950, employment showed an increase of just over 7 per cent. Canadian newsprint production in 1950 was estimated at 5·3 million tons (5·2 million in 1949). This accounted for 54 per cent of world production and 81 per cent of world exports.

Farm Implements.—Employment in the farm implements plants was seasonally high in January, as the industry was producing for spring sales. Although farm cash income declined by about 12 per cent in 1950, sales of farm implements have not been reduced. The possibility of farm labour shortages, as well as the anticipated scarcity of farm machinery, have sustained the level of sales. Although lack of steel was hampering production, employment in the industry was over 15,000, well above year-earlier levels.

The labour market in the ***logging*** industry in the East continued unusually active during January. A large proportion of the workers in the industry went home for the Yuletide holidays but were drifting back into the woods before the middle of the month. Some of these were taken on for cutting operations, which are being carried on much later this year, while others were engaged in hauling work. Heavy snowfalls during the month interfered with the former in some areas but generally were of assistance to hauling.

Shortages of labour were reported from most cutting areas during the month. With the strong demand for labour, experienced woods workers had no difficulty in obtaining employment. When one camp finished its cut, the men released were quickly

absorbed in another. There was also a strong demand for Canadian woodsmen in the United States and many workers from Quebec and New Brunswick were moving over to Maine. Immigration of Displaced Persons for logging work has provided some help in relieving the worst shortages, although it takes from one to three weeks to train these men. Another 326 DP's were admitted to Canada for this work during January.

An indication of the increased activity in the logging industry this year is shown in the weekly report on the number of men employed in woods work by member companies of the Canadian Pulp and Paper Association. At January 27, 1951, the total was 62,700, as compared to 30,400 at January 28, 1950. In the peak season 1947-8, the figure at the same date was 74,800. These figures refer to operations in Eastern Canada, including Manitoba.

Activity in the logging industry in British Columbia was at a low point in January, with frequent interruptions in work due to snow conditions. The first part of the month was fairly active and many camps which had been closed were re-opened. Heavy snowfalls took place after the middle of the month, however, and caused many work stoppages. A temporary surplus of labour was indicated in an increase in registrations of skilled loggers with NES in the province from 2,350 to 3,360. The number of applications on file in unskilled occupations in the lumber products industry also increased from 2,100 at the first of the month to 2,900 at the end of January.

Winter inland ***fishing*** was under way in northwestern Ontario and the Prairies during January. Good catches of trout, whitefish, and pickerel were reported in the Lakehead area but it was a poor season on Lake Winnipegosis. In Saskatchewan, deliveries of fish from northern lakes was impeded by the heavy snowfalls during the month. Crews on the Great Lakes had abandoned their nets for the season with some busy readying their gear for April and a few fishing through the ice.

The herring fishery was the only major fishery being prosecuted on the West coast during the month. Fishing in the northern district closed on January 12 but continued in the central district as only half the 40,000 ton quota had been caught. In Prince Rupert, the season was reported as the best on record.

Winter smelt fishing in the Maritimes was spotty on the whole during January. Mild weather which prevented the freeze-up of rivers and bays seriously affected operations in the Bridgewater, N.S. and Campbellton, N.B. areas. Favourable weather conditions were reported from Bathurst, N.B. but the catch was poor. On the other hand, exceptional smelt catches were reported from the Miramichi River area. A record high tide caused heavy losses to smelt fishermen on New Brunswick's east coast during January, as many nets were carried away. The extension of the season to February 28th may assist these fishermen in making up their losses.

Agricultural work being carried on during January consisted principally of the normal daily chores on farms and cutting on woodlots. Labour demand was mainly for the replacement of year-round workers. There was some activity in specialized lines, such as fruit-tree pruning in southern Ontario and turkey-raising in Quebec but little labour market activity as a result. The unusually mild weather in the Maritimes permitted spring ploughing in some areas. Heavy snowfalls in British Columbia kept farm work in that province at a minimum and the only employment opportunities were for experienced dairy workers and skilled general farm help.

There was increased interest in Displaced Persons for farm labour for the coming season and some farmers were placing orders with the NES for this type of work in January in case of labour shortages in the busy season. The Federal Government has asked the International Refugee Organization for 3,000 single farm workers this year and 250 families for sugar beet work. As well, 500 Italian farm workers are being brought in and plans are being worked out for the admission of another 10,000 persons from Holland.

Employment Service Activities

Slightly more than a third of the 300,000 applications for work on file at February 1 were from persons in unskilled occupations. This is a higher proportion than in the previous two winters. Where training would benefit these workers, employment office officials may refer them to various schools, and at the same time allow them to collect their unemployment insurance benefits. During the last four months of 1950, an average of 185 persons were referred and began training each month under such arrangements. With the defence program requiring more and more skilled help, this phase of Employment Service activity is becoming increasingly important. However, because job opportunities are more plentiful this year, it has been more difficult to persuade applicants to undergo training on the limited

income of unemployment insurance benefits, or the allowances which may be provided by the provinces for those not eligible for benefits.

Of the remaining 64 per cent of applications, 36 per cent fell in occupations classified as skilled or semi-skilled and 28 per cent in the clerical, sales and service group.

There is a broad variation in degree of skills possessed by the persons registered in the skilled and semi-skilled occupations. By far the majority have been in the semi-skilled classifications and these too require additional training in order to fill the orders for skilled men on file at employment offices. Thus, while there were about 36,000 vacancies at employment offices at the end of January, some 20,000 were in the skilled and semi-skilled trades, most probably falling in the former, and these could not in many cases be filled despite the fact that 300,000 applications were on file at the same date.

Another significant feature of the reported labour supply was that a larger proportion was in the age group 45 years and over than at any time in the post-war period. About one out of every three applications were from persons 45 years of age or over; a little less than one out of every ten was from persons 65 and over. In actual numbers there were some 59,000 men and 11,000 women between the ages of 45 and 64 and another 23,000 and 1,200 who were 65 years of age and over. While the age problem does not prevent workers from being absorbed into employment, it does necessitate a more selective and time-consuming placement process.

One in four applications on file at the beginning of February was received from a woman. The balance between reported jobs and applications is usually better for women than men but there is still the problem of orders falling mostly in a few occupations such as stenography, domestic service, and textile sewing-machine operators, while the supply is registered for unskilled, sales, and general clerical jobs. An added placement problem has been that most of the applicants are married, and while this is not as great a barrier to placement as formerly, it does prevent many applicants from getting employment. The most difficult placement problem is when many employment "handicaps" are combined, such as the case of the older woman, who is married and seeking work but has no particular skill.

EMPLOYMENT AND PAYROLLS IN CANADA FOR 1949

The volume of employment provided by the larger firms in the major industrial divisions in Canada in 1949, while still at record levels, showed little change as compared with 1948. A detailed review of the 1949 situation in the eight leading industrial groups—manufacturing, logging, mining, transportation, communications, construction and maintenance, trade and certain services[1] appears in the *Annual Survey of Employment and Payrolls in Canada, 1949,* recently released by the Dominion Bureau of Statistics.

Taking the basic period 1926 as 100, the monthly index numbers averaged 196·2, showing an insignificant increase over the 1948 annual figure of 195·8, previously the maximum in the recorded period of 29 years. At the peak of wartime activity in 1943, the annual index was 184·1, while the post-war low average was 173·2, reached in 1946.

At the first of the year, the index number was 1·2 per cent higher than at January 1, 1948. In the following months the rate of increase was at a slightly higher level than in the same period a year earlier. By August 1, however, the position was reversed and except at September 1, 1949 was a little below its 1948 position during the latter part of the year. At December 1, the index of employment was 2·5 points lower than at the same date in 1948, although in accordance with the seasonal movement, it was 5·8 points higher than at the beginning of January, 1949.

[1] Chiefly hotels, restaurants, laundries and dry-cleaning plants.

Trends for Men and Women

On the whole, states the review, the movements of employment for men and women differed during the year under review. As compared with 1948 there was a loss of 0·1 per cent among male workers on the payrolls of the larger firms, with a rise of some 2·3 per cent among their female employees. Thus there was a small increase in the proportion of women per 1,000 workers of both sexes on the payrolls of leading establishments, which stood at 224, as compared with 220 in 1948.

Trends in Major Industries

As in both 1948 and 1947, the expansion in 1949 took place to a greater extent in the non-manufacturing groups generally than in manufacturing, in which only a nominal gain was recorded in the year under review. Among the former classes, logging showed further curtailment, the index falling by 26·7 per cent from 1948. This was mostly due, the report explains, to unfavourable weather conditions in certain areas and uncertainties in the export market resulting from currency problems.

In the other non-manufacturing industries there was a general, though moderate upward movement, and the advance in employment as compared with 1948 was 0·2 per cent in transportation, 0·6 per cent in services, 2·9 per cent in mining, 3·8 per cent in trade, 3·9 per cent in construction and maintenance, 4·1 per cent in finance and 8·6 per cent in communications. The average gain for non-manufacturing classes as a whole amounted to only 0·5 per cent.

The 1949 index in manufacturing was practically the same as in 1948, when the annual average had exceeded the 1947 figure by 3·0 per cent. The latest index was 9·3 per cent below its level in 1943, the year of maximum wartime employment, and was also lower than in 1942 and 1944.

Provincial Employment

Regionally, higher levels of total industrial employment in 1949 as compared with 1948 were recorded in five provinces and lower in four. The 1949 increases amounted to 0·6 per cent in Nova Scotia and Saskatchewan, 1·0 per cent in Ontario, 3·3 per cent in Manitoba and 6·8 per cent in Alberta, where developments in the oil fields favourably affected the general situation. Losses amounted to 1·1 per cent in British Columbia, 1·5 per cent in Quebec, 3·1 per cent in Prince Edward Island and 4·8 per cent in New Brunswick. The index of employment in the manufacturing group showed gains only in the three provinces: 1·0 per cent in Ontario, 2·7 per cent in Alberta and 3·0 per cent in Manitoba, while declines in the remaining provinces ranged from 0·3 per cent in Quebec to 4·1 per cent in British Columbia.

Wages and Salaries

The average weekly wages and salaries of persons employed by the larger establishments in the eight major industrial groups averaged $43.05 per week in 1949 before deductions were made for income tax, unemployment insurance contributions, etc., as compared with $40.11 in 1948 and $25.25 in 1941. Weekly earnings of persons on the staffs of leading manufacturing establishments reached a new all-time maximum in the year under review, standing at $44.23 compared with $40.91 in 1948.

The review announces that the present edition is the last to give index numbers of employment on the 1926 base, and those of payrolls on June 1, 1941, as 100. From early in 1951, the monthly data will be published on the 1939 basic period as 100, for employment, payrolls and average weekly salaries and wages, while the industrial grouping of the statistics will be changed to conform to the Canadian Standard Industrial Classification.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose from 172·5 to 175·2 between January 2 and February 1, 1951. The increase of 2·7 points was largely due to higher prices for foods, clothing and home furnishings. The food index advanced from 220·2 to 224·4, as higher prices for most foods, particularly meats and vegetables, offset seasonal declines in eggs and oranges. Clothing rose from 187·1 to 192·4 as a result of increases in men's wear, piece goods and footwear. The index of home furnishings and services increased from 179·8 to 185·1 following advances mainly in furniture, floor coverings and house furnishings. The fuel and light index remained practically unchanged, moving from 141·5 to 141·7. The index of miscellaneous items increased 1·2 points to 137·0 due to increases in items of personal care, tires, tobacco and hospital rates. Rents were not surveyed in February and the index remained at 136·4.

From August, 1939 to February, 1951, the increase in the cost-of-living index was 73·8 per cent.

* *See* Tables F-1 to F-6.

Cost of Living in Eight Cities

Cost-of-living indexes for six of the eight regional centres registered increases between December 1, 1950 and January 2, 1951. Vancouver remained unchanged at 172·6 while the index for Edmonton receded 0·4 to 166·0. Group changes were mixed. At five centres food prices averaged lower, gains being recorded at Montreal, Toronto and Winnipeg. Clothing, home furnishings and services and miscellaneous items moved up at all centres. Fuel costs were higher for four cities while in the remaining four there was no change. Rentals recorded no change since they were not surveyed in January.

Composite city index increases between December 1 and January 2 were as follows: Montreal 2·5 to 177·8; Winnipeg 1·6 to 167·8; Toronto 1·4 to 168·6; Halifax 1·2 to 160·2; Saint John 0·8 to 168·4 and Saskatoon 0·6 to 170·2.

Wholesale Prices, December, 1950

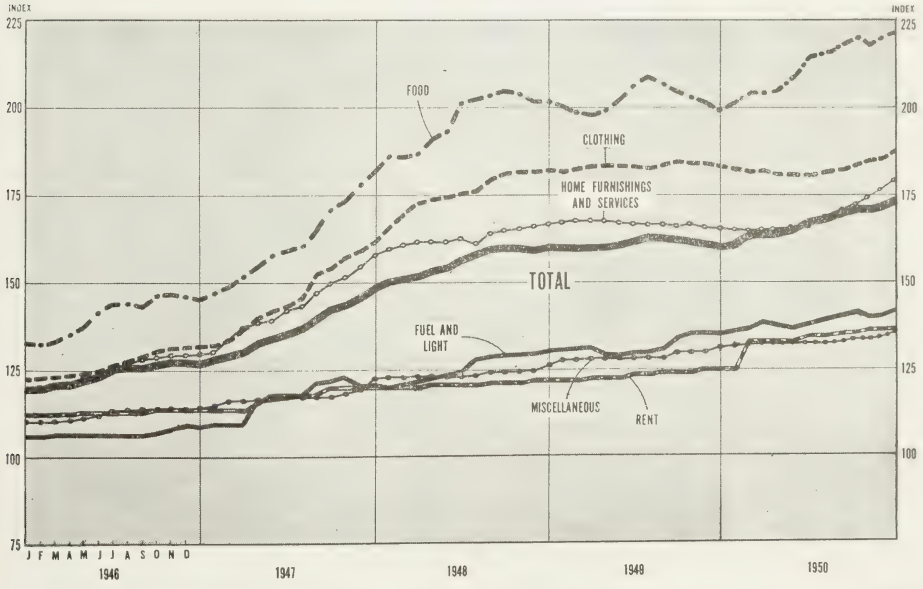
The general index of wholesale prices moved up 1·7 points to 175·7 between November and December, 1950. All of the eight component groups contributed to the advance. Non-Ferrous Metals recorded the largest increase, with a gain of 3·3 points which brought the December index level to 179·7. Animal Products rose 2·3 points to 186·3 and Textile Products advanced 2·1 points to 199·8. Equal gains of 1·9 points for Wood Products and Non-metallic Minerals were registered by group indexes of 215·3 and 143·6 respectively. Chemical Products increased 1·6 points to 132·4 and Iron Products 1·5 points to 191·1. Vegetable Products edged up 0·8 to 149·9.

Among important commodity price increases between November and December, the following were recorded: California raisins 59·4 per cent, vinegar 44·4 per cent, bed couch 30·4 per cent, woollen blankets 23·2 per cent, crude coal tar 21·6 per cent, mattress 19·0 per cent, burlap bags 15.4 per cent, benzol 14·6 per cent, antimony 13·3 per cent, cast iron scrap 11·8 per cent, axminster rug 10·6 per cent, tallow 10·5 per cent. Decreases in prices of important commodities included the following: bacon, Toronto, 13·1 per cent, eggs, Grade A, Toronto, 10.2 per cent, Ontario malting barley 10·1 per cent, dry shore codfish 9·3 per cent, linseed oil 6·5 per cent, cocoa beans 6·0 per cent, lard, Winnipeg, 4·5 per cent, oranges 4·4 per cent.

The index of Canadian Farm Products prices at wholesale moved up 1·8 points between November and December. Animal Products advanced 3·6 points influenced by higher quotations for livestock, raw wool, hides and skins and milk. Field Products moved up 0·7 points as small increases for grains, potatoes and onions outweighed a decline in hay.

COST OF LIVING IN CANADA FROM JANUARY 1946

(1935-39=100)



78060—8

Changes in Prices Tables

Beginning with this month's issue, certain changes have been made in the prices tables published monthly in the LABOUR GAZETTE.

Food.—As part of a program modifying the procedure used in calculating the cost-of-living index, the Dominion Bureau of Statistics is reducing its sample of cities from which food prices are collected from sixty-four to thirty-four. As of January 1951, the present list of sixty-four cities is being reduced to thirty-three and St. John's, Newfoundland, is being added for the first time. While prices will be collected in Newfoundland, they will not be included in the Dominion cost-of-living index until the revision now under way is completed.

This reduction in sample size will contribute materially to speed and economy of operation without affecting index accuracy. Tabulation work required to include sixty-four cities is such that the cost-of-living index is not published until the fourth day of the month following, whereas under the new procedure it is planned to release the index in the month to which it applies. Extensive tests have established that a food index calculated from prices in thirty-three cities is as accurate as one obtained from sixty-four cities.

As a result of this action, price averages of specified foods will be published in the LABOUR GAZETTE, starting with the present issue, for thirty-four rather than sixty-four cities.

Rent.—Since November, 1947, the Dominion Bureau of Statistics has been collecting at quarterly intervals, records of rents paid by a sample of households in urban areas all across Canada. The aggregate rent paid by a group of households in a given month is compared with the aggregate rent paid by the same group for the same living quarters in the next month. With a matched sample such as this, variations due to changes in the sample and to non-response are eliminated, and the result is a reliable measure of the change in rent paid for comparable accommodation. Rent reported is cash rent paid in all cases, regardless of minor changes in the services provided. Rent for commercial properties is specifically excluded.

The foregoing record of change in rents obtained directly from a scientific sample of households is considered more accurate than previous records (now being published in the GAZETTE), which are based mainly on realtors' lists of rental properties, and which have become much smaller in recent years. As a result, this latter record is being discontinued and household sample data will now provide the sole source of rent information. While this material provides accurate individual measurements information for larger cities, the household sample is not large enough to give reliable comparisons for smaller cities and towns. Therefore, commencing with prices for January, 1951 (which are published in the present issue), average rent ranges for certain cities as formerly published in the LABOUR GAZETTE are being discontinued. Information on rent indexes for eight cities will, however, continue to be published in Table F-2, in order to provide an idea of trends in some of the larger regional centres. In the case of Saskatoon, which is one of the eight cities, the household sample has been especially enlarged for this purpose.

Corrigendum

On page 166 of the February issue of the LABOUR GAZETTE appeared a chart showing seasonal variations of employment in the Pulp and Paper Products Industry. The legend to this chart correctly stated that the seasonal aplitude of employment in this industry was 4·3 per cent, although the drawing itself would appear to have incorrectly indicated a wider variation.

This chart should have been made to conform with the following indexes: 102·1, 102·1, 102·2, 101·5, 101·1, 100·3, 97·8, 98·3, 98·3, 97·9, 98·5, 99·9, 102·1.

STRIKES AND LOCKOUTS*

Canada, January, 1951

There was a slight increase in strike activity during the first month of the year, as compared with December, 1950, the number of strikes and lockouts, the number of workers involved and the time loss all being somewhat higher. However, the majority of stoppages were of short duration and the time loss of 16,800 days was substantially below the January average of 50,000 days for the preceding ten years.

Preliminary figures for January, 1951, show 17 strikes and lockouts in existence, involving 6,253 workers, with a time loss of 16,763 man-working days, as compared with 13 strikes and lockouts in December, 1950, with 2,562 workers involved, and a loss of 8,438 days. In January, 1950, there were nine strikes and lockouts, involving 2,456 workers, and a loss of 39,488 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in January, 1951, was 0·02 per cent of the estimated working time, as compared with 0·01 per cent in December, 1950, and 0·05 per cent for January, 1950.

Of the 17 strikes and lockouts in existence during the month, six were settled in favour of the workers, three in favour of the employers, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month four strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950. The strike of textile products factory workers at St. Lambert, P.Q., August 29, 1949, is considered to have lapsed, and the strike of printers at St. John's, Nfld., which commenced on May 22, 1950, was terminated on August 12, 1950.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1950, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November, 1950, was 93 and 11 were still in progress from the previous month, making a total of 104 during the month. In all stoppages of work in progress in the period there were 18,600 workers involved and a time loss of 67,000 working days was caused.

Of the 93 disputes leading to stoppages of work which began in November, four directly involving 200 workers, arose out of demands for advances in wages, and 32, directly involving 2,600 workers, on other wage questions; two, directly involving 200 workers, on questions as to working hours; 12, directly involving 1,100 workers, on questions respecting the employment of particular classes or persons; 37, directly involving 2,600 workers, on other questions respecting working arrangements; four, directly involving 400 workers on questions of trade union principle; and two, directly involving 100 workers, were in support of workers involved in other disputes.

United States

Preliminary estimates prepared by the United States Bureau of Labor Statistics, for the year 1950, show 4,700 strikes and lockouts involving about 2,300,000 workers and causing a time loss of 38,500,000 man-days. Comparable figures for 1949, are 3,606 strikes and lockouts with 3,030,000 workers involved and a time loss of 50,500,000 days.

For December, 1950, preliminary figures show 200 strikes and lockouts beginning in the month, with 40,000 workers involved and a time loss, for all strikes and lockouts in progress during the month, of 1,000,000 days.

* *See* Tables G-1 and G-2.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Fourth Quarter of 1950

There were 314[1] industrial fatalities in the fourth quarter of 1950 according to the latest reports received by the Department of Labour. This marks an increase of one fatality over the previous quarter in which 313 were recorded including 25 in a supplementary list. During the fourth quarter of 1949 there were 401 deaths as a result of industrial accidents including 44 in supplementary lists.

The industrial fatalities recorded are those fatal accidents which involved persons gainfully employed and which occurred during the course of or arising out of their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation.

During the quarter under review there were six accidents which resulted in the deaths of three or more persons in each case. On November 11, the Leduc Hotel in Leduc, Alberta was wrecked by an explosion, and the fire which followed cost the lives of three employees. Seven crew members of the aircraft *Canadian Pilgrim* perished when the plane crashed in the French Alps. Many more persons lost their lives, but for the purpose of these statistics only those whose deaths were a result of their employment are listed. On November 21, four trainmen were killed, when two trains, one a troop train, carrying members of Canada's Special Service Force, met in a head-on collision at Canoe River, British Columbia. Five employees of a large department store in Halifax were burned to death when fire destroyed the building in which they were working on November 30. On December 5, three loggers were drowned in the Nimpkish River, British Columbia, when their boat was swamped while transporting supplies back to camp. Three employees of the British Columbia Forest Service lost their lives by drowning on December 15, when the forestry launch *A. L. Bryant* was in collision with the steamship *Lady Cynthia* off Bowen Island.

Grouped by industries the largest number of fatalities, 61, was recorded in the transportation industry; during the previous quarter there were 48 in this industrial group. There were 51 fatalities in manufacturing in the fourth quarter; 20 of these were in the iron and steel industry and 10 in the saw and planing mill products group. During the third quarter of 1950 there were 54 fatalities in manufacturing, 13 of which occurred in the saw and planing mill products group.

In the three months under review there were 48 fatalities in the mining industry as compared with 19 in the previous quarter. Accidents in coal mining numbered 18 as compared with 10 in the preceding three months. Fatal accidents involving workers in the metal mining industry accounted for 18 fatalities as compared to 9 in the previous quarter.

Increased seasonal activity in the logging industry is reflected in the number of fatalities 42, an increase of 23 over the number recorded in the third quarter; in the fourth quarter of 1949 there were 48 fatal accidents in logging.

In the construction industry fatal accidents during the fourth quarter showed a considerable decline, with 35 recorded as compared with 59 in the preceding three months of 1950.

In the various branches of the service industry there were 24 accidental deaths as compared with 44 in the previous three months, and 51 during the fourth quarter of 1949.

Seventeen persons died as a result of accidents in the fishing and trapping industries during the quarter as compared with 10 in the third quarter of 1950.

As mentioned above, information in regard to accidents in agriculture is obtainable only from newspaper reports. Only 13

* *See* Tables H-1 and H-2.

1 The number of industrial fatalities that occurred during the fourth quarter of 1950 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.

fatal accidents were reported in the fourth quarter of 1950, two less than the 15 recorded in the previous quarter.

During the quarter under review there were 13 industrial deaths in trade, one less than the number recorded in the preceding three months.

An analysis of the causes of fatal industrial accidents which occurred during the quarter shows that 93 or 29·6 per cent were caused by moving trains, watercraft or other vehicles. Industrial diseases, strain, drownings, etc. were responsible for 47 of 68 deaths reported under "Other Causes". "Falling objects" and "dangerous substances" which include electric current, each accounted for 42 fatalities. Falls of persons resulted in 39 or 12·4 per cent of the deaths recorded.

By province the largest number of fatalities was recorded in Ontario where there were 96. In British Columbia there were 71, Quebec, 57 and Alberta, 41.

During the quarter under review there were 127 fatalities in November, 98 in October, and 89 in December.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Children—Employment

National Child Labour Committee. *Child Labour At The Mid-Century;* Annual Report of the National Child Labour Committee for the Year Ending September 30, 1950. New York, 1950. Pp. 22.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951	1950	1949	1948	1944	1939
	January	December	December	December	December	December
Total Population [1] 000	.....	13,921	13,636	12,833	11,975	11,267
Labour Force—						
Civilian labour force [2] 000	.....	5,201	5,200	4,964	†	†
Persons with jobs [2] 000	.....	5,084	5,053	4,858	†	†
Male [2] 000	.....	3,986	3,967	3,835	†	†
Female [2] 000	.....	1,098	1,086	1,023	†	†
Paid workers [2] 000	.....	3,683	3,580	3,441	†	†
Persons without jobs and seeking work [2] 000	.....	117	147	106	†	†
Index of employment, 8 leading Industries [3]	.....	212·5	201·8	240·3	185·7	122·7
Immigration ..... No.	.....	7,061	5,164	9,995	1,493	62·1
Adult males ..... No.	.....	3,044	1,953	3,888	181	188
Earnings and Hours—						
Total labour income $000,000	.....	.....	642	614	550	479
Per capita weekly earnings, 8 leading inds ..... $	.....	46·72	43·81	42·23	32·19	†
Average hourly earnings, manufacturing c	.....	107·7	100·0	96·0	†	†
Average hours worked per week, manufacturing	.....	43·1	42·9	43·2	†	†
Real weekly earnings, manufacturing [4]	.....	111·0	108·6	106·7	†	†
National Employment Service—						
Live Applications for employment (1st of month) [5] 000	226·9	186·3	220·8	129·6	72·3	†
Unfilled Vacancies (1st of month) [5] 000	34·4	43·1	22·5	34·6	154·8	†
Placements, weekly average 000	.....	15·8	12·5	10·1	†	†
Unemployment Insurance—						
Ordinary live claims 000	190·1 [9]	124·8	152·3	83·7	13·4	†
Balance in fund $000,000	.....	647·8	589·4	517·7	250·1	†
Price Indexes—						
Wholesale [3]	.....	175·7	156·9	159·6	102·5	81·7
Cost of living index [6]	172·5	171·1	161·5	158·9	118·5	103·8
Residential building materials [6]	.....	.....	226·2	229·0	146·6 [7]	102·3 [7]
Production—						
Industrial production index [6]	.....	210·2	186·8	185·8	189·8	119·5
Mining production index [6]	.....	.....	138·7	136·3	106·3	120·0
Manufacturing index [6]	.....	219·6	196·5	197·2	209·3	120·4
Electric power ..... 000,000 k.w.h.	.....	4,662	4,040	3,695	3,356	2,536
Construction—						
Contracts awarded $000,000	.....	.....	121·5	56·0	12·7	9·4
Dwelling units, started 000	.....	.....	4·2	3·8	†	†
Completed 000	.....	.....	6·8	8·0	†	†
Under construction 000	.....	.....	60·7	61·1	†	†
Pig iron ..... 000 tons	.....	198·2	172·0	179·1	139·2	94·6
Steel ingots and castings ..... 000 tons	.....	291·2	263·9	279·2	243·5	150·1
Inspected slaughtering, cattle 000	.....	.....	112·7	123·4	153·5	65·6
Hogs 000	.....	.....	521·2	376·4	767·7	403·8
Flour production ..... 000,000 bbls.	.....	1·97	1·65	1·72	2·03	1·60
Newsprint ..... 000 tons	.....	.....	414·9	385·8	245·0	240·7
Cement producers' shipments ..... 000,000 bbls.	.....	.....	763	742	190 [8]	206 [8]
Automobiles and trucks 000	.....	30·7	25·9	27·3	12·5	17·0
Gold ..... 000 fine oz.	.....	383·1	373·2	327·0	229·6	434·5
Copper ..... 000 tons	.....	.....	23·7	20·8	22·9	26·3
Lead ..... 000 tons	.....	.....	22·3	13·8	17·6	15·8
Nickel ..... 000 tons	.....	.....	10·8	13·1	10·9	8·9
Zinc ..... 000 tons	.....	.....	27·2	18·2	25·4	17·6
Coal ..... 000 tons	.....	1,888	1,815	1,840	1,524	1,486
Crude petroleum ..... 000 bbls	.....	.....	1,782	1,248	879	503
Distribution—						
Wholesale sales index, unadjusted [6]	.....	282·7	261·5	259·9	171·5	105·3
Retail sales $000,000	.....	.....	800·1	770·5	†	†
Imports, excluding gold $000,000	.....	266·3	213·4	232·0	127·2	72·1
Exports, excluding gold $000,000	.....	289·9	285·5	316·4	266·9	101·0
Railways—						
Revenue freight, ton miles 000,000	.....	.....	4,545	5,013	5,192	2,976
Car loadings, revenue freight 000	.....	314·0	300·6	316·0	273·0	200·0
Banking and Finance—						
Common stocks, index [6]	.....	146·3	117·9	115·8	86·6	92·2
Preferred stocks, index [6]	.....	.....	150·7	144·6	129·8	110·1
Bond yields, Dominion index [6]	.....	96·7	90·3	95·5	96·9	110·5
Cheques cashed, individual accounts $000,000	.....	9,315	8,396	7,800	5,063	3,057
Bank loans, current public $000,000	.....	2,651	2,174	2,077	1,182	960
Money supply $000,000	.....	4,851	4,422	4,335	3,153 [7]	1,370 [7]
Circulating media in hands of public $000,000	.....	1,214	1,184	1,185	990	281 [7]
Deposits $000,000	.....	3,637	3,238	3,150	2,163 [7]	1,089 [7]

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

[1] Population figures are as at the first day of September for 1950, 1949 and June 1, for 1948, 1944, 1939.

[2] Labour Force Survey figures given are as at November 4, 1950, October 29, 1949, November 20, 1948. Detailed figures for November 1950 will be found in the February issue of the Labour Gazette.

[3] Average 1926=100.

[4] Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: Average for 1946=100.

[5] Newfoundland is included after April 1, 1949.

[6] Average 1935–39=100.

[7] Year end figures.

[8] Figures for 1939–44 are production data rather than shipments.

[9] Includes ordinary live claimants plus claimants for supplementary benefit. Latter totalled 6,833 at January 1, 1951.

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
1949—Total	39,044	32,957	23,216	95,217
1949—December	1,953	1,835	1,376	5,164
1950—				
January	1,234	1,414	1,062	3,710
February	1,906	1,676	1,377	4,959
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
November	3,068	2,090	1,672	6,830
December	3,044	2,249	1,768	7,061
Total	30,700	24,172	19,040	73,912

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1949—December	102	848	2,645	1,134	435	5,164
1950—						
January	115	641	1,988	703	263	3,710
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
November	161	1,302	3,867	924	576	6,830
December	225	1,209	3,913	1,133	581	7,061
Total	2,198	13,575	39,041	12,975	6,123	73,912

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total	18,118	5,938	8,336	2,998	3,654	39,044
1949—December	1,016	228	397	180	132	1,953
1950—January	483	152	278	180	141	1,234
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
July	1,893	323	433	220	184	3,053
August	896	242	403	232	222	1,995
September	1,180	211	368	241	262	2,262
October	842	343	581	263	349	2,378
November	1,141	756	629	238	304	3,068
December	1,063	779	649	262	291	3,044
Total	15,027	4,550	5,821	2,697	2,605	30,700

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average	22	59	9	56	59	5	209
1939—Average	23	62	8	57	59	5	215
1940—Average	27	77	11	63	62	5	245
1941—Average	29	107	16	73	67	8	299
1942—Average	30	143	18	80	73	10	354
1943—Average	31	169	18	86	78	13	395
1944—Average	33	172	13	95	83	13	409
1945—Average	35	156	15	101	90	13	410
1946—Average	42	146	24	114	103	14	443
1947—Average	47	175	33	133	113	17	518
1948—Average	52	202	40	154	126	20	593
1949—October	53	219	52	175	141	22	663
November	51	218	50	177	143	23	661
December	47	217	41	174	141	22	642
1950—January	43	213	37	166	140	22	620
February	43	216	37	166	141	21	625
March	41	218	39	168	145	22	633
April	41	219	41	171	148	22	642
May	45	221	48	175	148	22	659
June	50	229	52	180	149	23	683
July	52	231	54	182	148	24	691
August	55	231	56	172	148	24	686
September	57	242	56	186	149	25	716
October	59	244	55	188	152	25	723
November	61	248	53	193	153	26	733

C—Employment, Hours and Earnings

TABLE C-1.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average calendar year 1926=100) (The latest figures are subject to revision)
SOURCE: The Employment Situation D.B.S.

Tables C-1 to C-4 are based on reports from employers having 15 or more employees—At December 1, employers in the eight leading industries reported a total employment of 2,230,072 and total payrolls of $104,191,603.

—	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1934	98·9	106·9	.....	.....	.....	96·4	101·7	94·3	.....	.....	.....	92·9
Dec. 1, 1939	122·7	123·0	90·6	132·1	113·8	130·3	124·5	108·9	102·2	113·1	116·4	110·0
Dec. 1, 1940	139·1	133·2	106·1	142·7	123·4	149·7	142·7	118·8	110·2	123·0	129·4	123·6
Dec. 1, 1943	190·5	199·6	125·2	220·3	178·0	208·3	188·6	150·3	142·6	140·9	168·5	193·7
Dec. 1, 1944	185·7	191·8	133·5	210·4	171·8	197·6	188·0	151·9	147·3	145·3	163·2	182·5
Dec. 1, 1945	173·2	186·7	124·9	199·5	174·1	179·4	173·1	153·6	148·1	148·5	165·4	171·5
Dec. 1, 1946	185·7	184·5	137·7	193·2	176·2	192·7	188·2	164·7	157·7	160·3	178·1	184·6
Dec. 1, 1947	199·6	192·3	164·3	193·9	192·0	205·6	205·0	171·7	161·8	168·4	189·0	202·6
Dec. 1, 1948	204·3	197·8	156·2	209·9	184·9	207·5	210·4	180·9	169·3	167·0	207·6	206·1
Dec. 1, 1949	201·8	193·7	171·4	208·0	176·6	201·9	208·7	184·5	172·0	170·8	212·4	203·2
Jan. 1, 1950	194·0	172·9	157·7	173·7	172·9	191·4	205·1	178·3	166·5	160·5	207·7	193·2
Feb. 1, 1950	187·2	165·5	148·2	168·3	163·1	185·8	201·0	168·9	159·5	145·4	198·4	174·9
Mar. 1, 1950	186·6	162·3	141·6	165·3	159·8	183·8	200·3	167·7	157·3	144·8	198·3	181·9
Apr. 1, 1950	187·9	163·5	147·9	167·0	160·0	184·8	200·5	168·6	157·3	146·2	200·5	189·8
May 1, 1950	188·7	159·2	150·9	162·5	155·4	185·4	201·0	170·8	158·4	149·5	203·3	195·4
June 1, 1950	196·4	174·6	167·3	180·1	168·1	193·0	207·1	178·5	160·9	164·6	214·3	203·7
July 1, 1950	202·3	185·3	179·5	186·7	183·9	198·2	212·3	186·4	169·8	169·4	222·6	208·4
Aug. 1, 1950	204·4	185·8	188·2	190·9	179·0	200·6	212·8	190·5	172·8	173·1	228·6	215·0
Sept. 1, 1950	206·3	187·8	199·1	193·3	180·1	202·1	215·3	190·9	172·8	173·9	229·2	217·5
Oct. 1, 1950	209·9	189·8	199·1	194·3	183·5	208·1	219·7	189·8	173·5	174·3	224·3	218·0
Nov. 1, 1950	211·1	189·0	201·2	193·2	182·8	210·8	221·7	190·3	174·4	176·3	223·5	214·1
Dec. 1, 1950	212·5	191·8	197·2	194·2	188·4	212·1	223·7	191·3	176·8	174·4	224·3	212·5
Relative Weight of Employment by Provinces and Economic Areas as at December 1, 1950.	100·0	6·8	0·2	3·8	2·8	29·0	42·8	12·1	5·3	2·3	4·5	9·3

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(BASE:—June 1, 1941=100). (The latest figures are subject to revision)
SOURCE: The Employment Situation, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941	100·0	100·0	100·0	$25.25	100·0	100·0	100·0	$25.57
Dec. 1, 1946	121·6	159·9	134·5	33.95	115·6	153·6	135·1	34.54
Dec. 1, 1947	130·7	193·9	151·6	38.28	122·1	184·6	153·5	39.25
Dec. 1, 1948	133·8	219·0	167·2	42.23	123·8	208·3	171·0	43.72
Dec. 1, 1949	132·2	224·7	173·5	43.81	121·7	212·9	177·5	45.38
Jan. 1, 1950	127·0	208·9	167·8	42.38	118·9	199·8	170·6	43.62
Feb. 1, 1950	122·6	209·2	174·2	43.99	118·4	207·2	177·7	45.43
Mar. 1, 1950	122·2	212·1	177·2	44.74	118·9	210·0	179·3	45.85
Apr. 1, 1950	123·1	214·2	177·7	44.88	119·3	212·3	180·7	46.20
May 1, 1950	123·6	215·7	178·2	44.99	119·5	213·4	181·2	46.33
June 1, 1950	128·6	222·6	176·6	44.59	121·5	215·9	180·3	46.11
July 1, 1950	132·5	232·1	178·7	45.13	123·8	222·9	182·8	46.73
Aug. 1, 1950	133·9	235·2	179·2	45.26	124·6	224·5	182·6	46.74
Sept. 1, 1950	135·1	232·0	175·2	44.24	126·4	225·4	180·9	46.26
Oct. 1, 1950	137·5	245·3	182·1	45.99	128·5	235·5	185·9	47.54
Nov. 1, 1950	138·2	249·0	183·8	46.42	128·3	238·0	188·2	48.13
Dec. 1, 1950	139·2	252·4	185·0	46.72	128·2	241·1	190·8	48.78

TABLE C-3.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)
SOURCE: The Employment Situation, D.B.S.

Geographical and Industrial Unit	Average Weekly Wages and Salaries at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Dec.1 1950	Nov.1 1950	Dec.1 1949	Dec.1 1950	Nov.1 1950	Dec.1 1949	Dec.1 1950	Nov.1 1950	Dec.1 1949
	$	$	$						
(a) PROVINCES									
Maritime Provinces	**39.65**	**39.72**	**37.66**	**125·9**	**124·0**	**127·1**	**227·5**	**224·6**	**218·3**
Prince Edward Island	35.27	34.98	33.62	184·1	187·9	160·0	296·4	300·0	247·1
Nova Scotia	39.71	39.70	37.73	115·7	115·1	123·9	202·8	201·8	206·4
New Brunswick	39.87	40.08	37.80	139·7	135·5	130·9	266·8	260·3	237·7
Quebec	**44.44**	**44.03**	**41.83**	**134·8**	**134·0**	**128·4**	**250·0**	**246·2**	**224·0**
Ontario	**48.88**	**48.39**	**45.43**	**138·7**	**137·4**	**129·4**	**250·6**	**245·8**	**217·3**
Prairie Provinces	**46.05**	**46.07**	**44.27**	**149·1**	**148·3**	**143·8**	**259·4**	**258·1**	**240·4**
Manitoba	45.60	45.41	43.58	141·8	139·9	137·9	244·1	239·8	227·0
Saskatchewan	44.10	44.19	42.71	136·9	138·4	134·1	232·7	235·8	220·7
Alberta	47.58	47.82	45.93	166·8	166·2	157·9	296·5	296·8	271·0
British Columbia	**49.95**	**50.06**	**46.87**	**157·5**	**158·7**	**150·6**	**276·8**	**279·4**	**248·1**
CANADA	**46.72**	**46.42**	**43.81**	**139·2**	**138·2**	**132·2**	**252·4**	**249·0**	**224·7**
(b) CITIES									
Montreal	45.21	45.00	42.96	141·2	140·5	138·2	248·9	246·4	231·8
Quebec	39.10	38.16	36.39	121·4	122·1	122·5	229·4	225·3	215·9
Toronto	48.48	48.43	45.03	146·3	143·8	138·0	264·8	259·9	232·3
Ottawa	40.06	39.97	38.52	138·2	137·2	134·9	239·3	236·9	224·7
Hamilton	50.95	50.33	47.94	132·9	130·5	127·2	246·9	239·4	221·1
Windsor	58.78	55.97	50.67	132·8	133·9	124·2	209·0	201·7	169·5
Winnipeg	42.22	42.02	40.11	145·0	141·7	141·1	239·9	233·2	222·0
Vancouver	47.21	47.55	44.58	164.6	161·6	160·7	292·2	289·0	269·1
Halifax	36.15	36.87	34.85	135·1	131·6	131·8	213·8	212·3	200·9
Saint John	37.18	37.92	35.82	109·9	114·1	121·0	195·1	206·5	202·2
Sherbrooke	40.45	39.45	37.37	124·5	123·4	117·5	243·2	235·0	211·5
Three Rivers	45.73	43.37	41.50	142·9	141·8	131·5	252·0	242·1	210·2
Brantford	47.95	47.16	43.71	.....	.....	.....	.....	.....	.....
Kitchener—Waterloo	44.70	45.00	41.66	145·8	144·2	139·9	287·4	286·1	257·2
London	45.68	45.47	42.04	166·8	166·5	155·3	299·8	298·0	256·7
Fort William—Port Arthur	49.40	48.88	46.51	80·7	80·9	77·6	153·2	151·9	138·4
St. Catharines [1]	56.52	55.94	49.16	.....	.....	.....	.....	.....	.....
Regina	40.68	40.36	39.06	143·1	143·6	143·5	249·1	251·1	238·8
Saskatoon	39.94	40.03	38.69	161·4	160·5	157·4	295·3	294·1	277·4
Calgary	45.20	44.93	42.94	157·2	156·6	148·9	281·8	279·0	253·7
Edmonton	44.09	44.09	41.61	208·3	208·0	187·5	372·0	371·6	316·6
Victoria	46.48	45.72	43.23	156·0	155·5	152·0	286·6	281·1	260·3

[1] Includes Welland, Thorold and Merritton.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: The Employment Situation, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers (June 1, 1941=100)					
				Employment			Payrolls		
	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949
	$	$	$						
Manufacturing	**48.78**	**48.13**	**45.38**	**128·2**	**128·3**	**121·7**	**241·1**	**238·0**	**212·9**
Durable Goods[1]	52.16	51.57	48.62	123·4	123·1	114·3	229·5	226·2	197·9
Non-Durable Goods	45.34	44.70	42.21	130·7	131·3	126·5	251·7	249·2	226·9
Animal products—edible	46.44	45.63	43.95	135·7	138·3	138·2	249·5	250·0	239·3
Fur and products	46.85	47.25	44.31	152·0	149·8	139·9	263·9	262·4	231·7
Leather and products	35.27	34.64	33.40	104·4	103·9	107·8	195·8	191·4	190·1
Boots and shoes	33.63	33.07	31.77	101·5	100·7	106·3	192·3	187·5	190·1
Lumber and its products	43.70	43.77	40.76	129·7	133·9	119·2	260·4	269·4	224·3
Rough and dressed lumber	45.12	45.35	42.25	124·6	131·3	112·4	263·1	278·6	222·7
Furniture	42.69	42.33	39.92	176·9	174·6	161·7	274·7	268·9	237·5
Other lumber products	39.53	39.43	36.61	107·1	109·7	106·8	228·4	233·3	211·7
Plant products—edible	40.29	39.36	37.91	150·7	160·0	148·1	268·0	278·0	248·4
Pulp and paper products	55.34	54.12	50.83	146·5	146·6	139·4	273·3	267·6	238·8
Pulp and paper	64.21	61.67	57.68	132·0	132·8	124·2	268·3	259·4	227·1
Paper products	44.71	44.60	41.74	179·1	180·2	173·3	331·0	332·1	298·8
Printing and publishing	50.96	50.56	47.98	152·2	151·1	144·7	260·4	256·6	234·1
Rubber products	49.89	50.53	45.18	139·2	137·7	123·6	296·0	296·8	238·0
Textile products	37.96	37.59	35.40	122·0	121·0	116·5	241·5	237·2	215·5
Thread, yarn and cloth	42.91	41.46	39.51	119·5	118·0	111·4	271·6	259·1	233·0
Cotton yarn and cloth	42.96	40.11	38.55	102·7	100·9	91·9	228·6	209·8	183·7
Woollen yarn and cloth	40.27	40.02	37.64	106·1	103·8	102·2	240·0	233·2	215·4
Synthetic silk and silk goods	45.31	44.46	41.98	159·1	157·8	153·3	393·1	382·4	346·8
Hosiery and knit goods	35.63	35.09	33.68	116·7	114·3	115·9	228·0	219·8	214·1
Garments and personal furnishings	33.63	34.13	31.51	133·9	134·2	128·5	232·1	236·0	211·0
Other textile products	39.28	40.15	37.50	99·0	98·0	96·7	192·7	194·8	179·3
Tobacco	44.64	45.11	40.59	113·0	109·1	126·0	281·3	274·3	285·0
Beverages	51.02	50.51	48.82	176·3	173·7	171·8	303·8	296·4	282·9
Chemicals and allied products	51.68	51.18	48.55	103·2	103·0	98·8	195·7	193·5	176·3
Clay, glass and stone products	50.81	50.12	46.71	153·9	153·8	144·0	317·7	313·1	273·6
Electric light and power	53.45	51.97	49.89	170·1	170·5	169·8	289·0	281·7	269·3
Electrical apparatus	52.00	52.02	48.57	194·8	192·0	166·8	371·5	366·2	303·1
Iron and steel products	54.58	53.72	50.61	113·0	111·8	106·2	202·9	197·6	176·7
Crude, rolled and forged products	56.41	56.56	53.41	148·6	149·9	134·2	227·7	230·3	194·7
Machinery (other than vehicles)	52.65	52.25	48.54	123·1	121·0	109·9	224·5	219·0	186·3
Agricultural implements	54.45	51.98	50.93	172·7	171·4	167·2	348·1	329·9	315·0
Land vehicles and aircraft	56.48	54.81	51.93	108·3	106·7	103·0	188·5	180·1	164·6
Automobiles and parts	60.72	58.40	52.46	136·9	137·1	120·0	216·4	208·4	163·7
Steel shipbuilding and repairing	49.61	49.81	49.29	64·0	63·7	64·5	105·8	105·8	105·9
Heating appliances	49.61	49.30	45.84	158·5	157·0	161·5	296·7	292·0	280·1
Iron and steel fabrication (n.e.s.)	55.18	54.90	50.45	102·2	102·1	101·6	239·7	238·1	216·3
Foundry and machine shop products	54.64	54.60	48.55	91·9	88·9	88·0	250·9	242·9	208·3
Other iron and steel products	51.68	51.56	47.94	108·1	106·8	99·1	204·3	201·5	173·3
Non-ferrous metal products	53.46	53.22	51.03	119·4	118·5	112·2	239·2	236·3	212·3
Non-metallic mineral products	58.63	58.39	55.92	126·8	127·3	123·7	253·8	253·8	236·5
Miscellaneous	42.28	41.31	39.31	167·3	167·3	165·9	313·7	306·5	290·1
Logging	**42.91**	**43.66**	**39.09**	**217·9**	**195·3**	**155·6**	**466·6**	**425·4**	**302·9**
Mining	**56.42**	**55.89**	**54.21**	**110·6**	**110·0**	**104·1**	**195·0**	**192·3**	**176·6**
Coal	53.58	52.42	53.66	95·3	93·9	100·1	200·5	193·3	211·1
Metallic ores	58.29	58.27	56.28	99·7	98·7	92·7	160·3	158·5	143·8
Non-metallic minerals (except coal)	55.39	54.46	49.72	191·2	195·3	161·3	388·9	390·6	295·7
Communications	**43.75**	**43.86**	**41.59**	**220·7**	**219·9**	**205·6**	**347·7**	**347·2**	**308·7**
Telegraphs	46.14	46.48	45.23	131·5	130·1	124·8	236·9	236·1	221·5
Telephones	43.01	43.12	40.60	240·6	240·0	224·8	370·3	370·4	326·7
Transportation	**55.08**	**53.95**	**52.34**	**144·8**	**145·1**	**143·9**	**243·5**	**239·1**	**229·8**
Street railways, cartage and storage	49.46	48.53	47.03	164·0	164·4	159·8	278·4	273·9	257·7
Steam railway operations	60.39	59.52	57.49	134·7	135·3	133·5	224·6	222·4	211·8
Shipping and stevedoring	50.91	48.46	47.97	129·3	128·9	135·7	253·7	240·6	250·8
Construction and Maintenance	**44.45**	**44.71**	**42.16**	**139·3**	**143·2**	**137·4**	**268·5**	**277·7**	**251·4**
Building	48.39	48.54	45.82	192·0	196·0	182·2	324·6	332·3	291·8
Highway	38.26	39.48	36.59	113·5	117·9	121·1	225·1	241·1	229·8
Railway	44.10	43.00	42.92	94·1	97·2	89·2	209·3	210·7	193·1
Services[2]	**30.53**	**30.24**	**29.12**	**142·8**	**145·6**	**144·3**	**264·2**	**266·7**	**253·7**
Hotels and restaurants	28.13	27.72	26.90	148·5	151·5	152·2	276·5	278·1	270·7
Personal (chiefly laundries)	30.54	30.50	29.11	125·1	127·9	128·3	214·5	219·0	209·2
Trade	**39.44**	**39.74**	**36.97**	**164·7**	**158·0**	**158·7**	**271·5**	**262·5**	**245·7**
Retail	36.84	37.19	34.60	163·9	154·2	158·0	275·2	261·4	249·3
Wholesale	46.27	46.02	43.31	170·6	171·9	163·8	264·2	264·6	238·2
Eight Leading Industries	**46.72**	**46.42**	**43.81**	**139·2**	**138·2**	**132·2**	**252·4**	**249·0**	**224·7**
Finance	**43.50**	**43.45**	**41.23**	**157·2**	**157·0**	**148·1**	**235·4**	**234·9**	**210·4**
Banks and trust companies	39.16	39.16	37.32	165·2	165·2	158·8	248.5	248·5	227·6
Brokerage and stock market operations	55.09	53.72	52.81	196·2	194·0	151·9	303·8	292·9	233·0
Insurance	48.27	48.33	45.81	143·3	143·2	133·9	215·4	215·4	191·0
Nine Leading Industries	**46.59**	**46.29**	**43.71**	**139·9**	**139·0**	**132·8**	**251·6**	**248·4**	**224·1**

[1] Includes iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, as listed, with the exception of electric light and power. [2] Mainly hotels and restaurants and laundry and dry cleaning plants.

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-4 They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week of	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Dec. 1, 1944	46·3	46·9	45·5	70·5	77·9	60·4
Dec. 1, 1945	44·8	44·9	44·6	67·0	74·0	60·6
Dec. 1, 1946	43·2	43·2	43·2	74·5	81·8	67·6
Dec. 1, 1947	43·5	43·8	43·2	85·6	92·8	78·3
Dec. 1, 1948	43·2	43·4	43·1	96·0	104·1	87·7
Dec. 1, 1949	42·9	43·0	42·9	100·0	108·7	91·5
*Jan. 1, 1950	39·9	40·3	39·6	101·1	109·3	92·9
Feb. 1, 1950	42·3	42·2	42·4	100·9	109·5	92·6
Mar. 1, 1950	42·5	42·6	42·5	101·4	109·8	93·1
Apr. 1, 1950	42·8	43·0	42·6	101·7	110·0	93·6
May 1, 1950	42·6	42·9	42·4	102·5	110·6	94·3
June 1, 1950	42·0	42·2	41·7	103·5	111·4	95·5
July 1, 1950	42·5	42·9	42·2	103·9	111·8	95·7
Aug. 1, 1950	42·5	42·7	42·2	104·2	112·5	95·8
Sept. 1, 1950 [1]	41·9	41·5	42·4	104·4	112·9	95·9
Oct. 1, 1950	42·9	43·0	42·8	105·3	114·3	96·3
Nov. 1, 1950	43·0	43·1	43·0	106·4	115·2	97·5
Dec. 1, 1950	43·1	43·1	43·1	107·7	116·4	99·0

* The averages at this date were affected by loss of working time at the year-end holidays. [1] Railway dispute.

TABLE C-7.—AVERAGE WEEKLY WAGES IN MANUFACTURING

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

Week of	All Manufactures [1]	Durable Manufactured Goods	Non-Durable Manufactured Goods
	$	$	$
Dec. 1, 1944	32.64	36.54	27.48
Dec. 1, 1945	30.02	33.23	27.03
Dec. 1, 1946	32.18	35.34	29.20
Dec. 1, 1947	37.24	40.65	33.83
Dec. 1, 1948	41.47	45.18	37.80
Dec. 1, 1949	42.90	46.74	39.25
*Jan. 1, 1950	40.34	44.05	36.79
Feb. 1, 1950	42.68	46.21	39.26
Mar. 1, 1950	43.10	46.77	39.57
Apr. 1, 1950	43.53	47.30	39.87
May 1, 1950	43.67	47.45	39.98
June 1, 1950	43.47	47.01	39.82
July 1, 1950	44.16	47.96	40.39
Aug. 1, 1950	44.29	48.04	40.43
Sept. 1, 1950 [2]	43.74	46.85	40.66
Oct. 1, 1950	45.17	49.15	41.22
Nov. 1, 1950	45.75	49.65	41.93
Dec. 1, 1950	46.42	50.17	42.67

* See footnote to Table C-6. [1] Exclusive of electric light and power. [2] Railway dispute.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949
Nova Scotia	43·0	44·1	43·0	91·7	90·1	89·9
New Brunswick	45·4	44·8	45·5	97·2	94·1	89·6
Quebec	45·0	45·0	44·5	96·4	95·2	90·6
Ontario	42·4	42·4	42·4	114·2	112·7	104·9
Manitoba	43·0	42·4	43·2	102·9	102·1	97·4
Saskatchewan	41·8	43·1	42·3	108·4	107·5	103·2
Alberta	42·0	42·3	42·7	108·2	107·2	101·7
British Columbia	38·8	38·7	38·6	128·6	127·6	119·5
Montreal	43·3	43·5	43·2	100·7	99·9	95·8
Toronto	41·6	41·6	41·6	112·4	111·4	103·4
Hamilton	41·1	40·9	42·5	124·8	123·5	114·7
Windsor	42·0	39·8	38·7	142·1	138·0	127·4
Winnipeg	42·6	42·0	42·9	101·8	101·2	96·7
Vancouver	37·7	37·8	37·8	126·3	125·6	117·7

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Average Hours Worked and Average Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949	Dec. 1, 1950	Nov. 1, 1950	Dec. 1, 1949
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Manufacturing	**43·1**	**43·0**	**42·9**	**107·7**	**106·4**	**100·0**	**46.42**	**45.75**	**42.90**
*Durable manufactured goods	43·1	43·1	43·0	116·4	115·2	108·7	50.17	49.65	46.74
Non-durable manufactured goods	43·1	43·0	42·9	99·0	97·5	91·5	42.67	41.93	39.25
Animal products—edible	41·8	41·8	42·5	107·7	105·4	99·8	45.02	44.06	42.42
Dairy products	45·5	46·0	46·2	81·2	80·6	76·4	36.95	37.08	35.30
Meat products	41·8	42·1	43·5	117·7	116·5	108·9	49.20	49.05	47.37
Leather products	40·6	39·9	40·2	81·3	80·6	76·6	33.01	32.16	30.79
Leather boots and shoes	39·2	38·6	39·2	78·2	77·7	74·0	30.65	29.99	29.01
*Wood products	42·3	42·6	42·1	99·5	99·1	92.3	42.09	42.22	38.86
Saw and planing mills	41·2	41·9	41·0	106·1	105·4	98·7	43.71	44.16	40.47
Containers	45·3	45·9	45·9	84·8	84·8	76·8	38.41	38.92	35.25
Furniture	44·3	43·8	43·7	92·1	91·5	86·5	40.80	40.08	37.80
*Musical instruments	45·4	44·9	46·2	90·7	88·1	87·6	41.18	39.56	40.47
Plant products—edible	43·6	43·4	43·9	83·4	81·5	77·5	36.36	35.37	34.02
Flour and other milled products	45·9	46·6	44·5	102·2	101·7	95·9	46.91	47.39	42.68
Fruit and vegetable preserving	41·4	39·8	41·0	74·7	73·7	72·8	30.93	29.33	29.85
Bread and bakery products	44·7	43·6	44·2	85·3	84·2	78·3	38.13	36.71	34.61
Chocolate and cocoa products	42·7	42·6	43·8	71·2	69·9	66·3	30.40	29.78	29.04
Pulp and paper products	45·6	45·4	45·4	119·3	116·6	108·9	54.40	52.94	49.44
Pulp and paper mills	49·4	49·0	48·2	125·5	121·1	114·4	62.00	59.34	55.14
Paper products	43·5	43·9	44·4	93·0	92·9	85·6	40.46	40.78	38.01
Printing and publishing	41·0	40·7	41·4	125·3	124·5	115·6	51.37	50.67	47.86
Rubber products	42·7	43·4	41·8	112·2	112·3	102·3	47.91	48.74	42.76
Textiles—all branches	41·9	41·9	41·4	85·5	84·4	80·0	35.82	35.36	33.12
Thread, yarn and cloth	44·5	44·4	44·2	91·9	88·8	84·5	40.90	39.43	37.35
Cotton yarn and cloth	43·5	43·0	43·6	95·8	89·6	84·9	41.67	38.53	37.02
Woollen yarn and cloth	43·8	44·6	43·8	86·2	84·9	80·0	37.76	37.87	35.04
Synthetic silk and silk goods	47·0	46·1	45·5	90·8	90·8	87·2	42.68	41.86	39.68
Hosiery and knit goods	42·2	41·6	42·4	79·4	79·6	75·1	33.51	33.11	31.84
Garments and personal furnishings	38·5	38·7	37·2	78·5	79·3	75·2	30.22	30.69	27.97
Tobacco	41·6	41·4	42·4	100·0	100·7	89·0	41.60	41.69	37.74
Beverages	43·2	42·2	43·9	106·7	106·3	100·6	46.09	44.86	44.16
Distilled and malt liquor	42·9	41·5	43·4	111·6	111·8	105·8	47.88	46.40	45.92
Chemicals and allied products	43·5	43·4	44·1	107·3	106·8	99·9	46.68	46.35	44.06
Drugs and medicines	41·8	41·7	41·4	90·2	89·0	83·7	37.70	37.11	34.65
*Clay, glass and stone products	45·8	45·6	45·7	107·4	106·4	98·5	49.19	48.52	45.01
Glass products	47·3	46·6	46·2	104·7	103·0	94·4	49.52	48.00	43.61
Lime, gypsum and cement products	46·4	45·9	46·9	105·5	105·4	99·3	48.95	48.38	46.57
*Electrical apparatus	41·8	42·1	41·9	117·8	117·9	109·2	49.24	49.64	45.75
Heavy electrical apparatus [1]	41·6	41·8	43·0	134·2	134·1	122·0	55.83	56.05	52.46
*Iron and steel products	43·2	43·2	43·0	122·2	120·8	114·3	52.79	52.19	49.15
Crude, rolled and forged products	42·6	43·5	43·1	129·1	126·9	120·9	55.00	55.20	52.11
Primary iron and steel	41·8	43·1	42·8	131·7	128·7	123·2	55.05	55.47	52.73
Machinery (other than vehicles)	44·5	44·4	43·6	113·7	113·0	105·7	50.60	50.17	46.09
Agricultural implements	40·0	38·9	41·2	131·5	128·7	119·0	52.60	50.06	49.03
Land vehicles and aircraft	43·4	42·9	42·8	126·4	124·9	118·8	54.86	53.58	50.85
Railway and rolling stock	44·3	44·0	44·9	115·6	115·4	115·0	51.21	50.78	51.64
Automobiles and parts	42·0	41·4	40·0	137·6	135·0	124·7	57.79	55.89	49.88
Aeroplanes and parts	46·2	46·4	46·0	121·4	117·6	113·4	56.09	54.57	52.16
Steel shipbuilding and repairing	41·8	43·4	42·7	114·3	110·9	111·6	47.78	48.13	47.65
Iron and steel fabrication n.e.s.	43·0	43·2	43·1	117·1	117·4	109·6	50.35	50.72	47.24
Hardware, tools and cutlery	43·7	43·9	43·2	105·6	105·9	98·1	46.15	46.49	42.38
Foundry and machine shop products	44·3	44·3	42·8	122·7	122·3	112·9	54.36	54.18	48.32
Sheet metal work	42·7	42·9	43·0	110·6	109·6	102·7	47.23	47.02	44.16
*Non-ferrous metal products	43·8	43·9	44·3	115·1	114·3	109·1	50.41	50.18	48.33
Smelting and refining	43·8	44·1	45·4	123·9	124·0	118·1	54.27	54.68	53.62
Aluminum and its products	44·0	42·9	43·0	107·6	103·9	100·7	47.34	44.57	43.30
Brass and copper manufacturing	43·4	44·1	42·9	111·7	111·3	106·6	48.48	49.08	45.73
Non-metallic mineral products	42·0	42·1	42·6	129·1	128·3	121·6	54.22	54.01	51.80
Petroleum and its products	40·7	40·3	42·0	139·4	139·4	129·7	56.74	56.18	54.47
Miscellaneous manufactured products	43·1	42·7	43·0	93·4	92·3	86·3	40.26	39.41	37.11
Mining	**43·9**	**43·9**	**44·4**	**124·5**	**123·7**	**119·6**	**54.66**	**54.30**	**53.10**
Coal	40·2	39·6	40·3	130·5	130·3	132·8	52.46	51.60	53.52
Metallic ores	45·2	45·3	46·4	124·8	124·4	117·6	56.41	56.35	54.57
Non-metallic minerals (except coal)	45·6	45·8	45·7	116·1	114·0	105·1	52.94	52.21	48.03
Local Transportation [2]	**45·4**	**45·2**	**46·0**	**107·6**	**106·9**	**102·8**	**48.85**	**48.32**	**47.29**
Building Construction	**40·2**	**40·4**	**41·1**	**117·6**	**117·1**	**109·1**	**47.28**	**47.31**	**44.84**
Highway Construction	**39·9**	**41·4**	**38·8**	**89·8**	**89·7**	**86·5**	**35.83**	**37.14**	**33.56**
Services (as indicated below)	**42·6**	**42·5**	**42·7**	**67·5**	**67·6**	**64·8**	**28.76**	**28.73**	**27.67**
Hotels and restaurants	43·5	43·4	43·6	66·8	66·5	63·5	29.06	28.86	27.69
Personal (Chiefly laundries)	41·0	40·8	41·0	69·1	69·9	67·7	28.33	28.52	27.79

* Durable manufactured goods industries.

[1] Based upon June 1, 1941, as 100 p.c., the index numbers of average hourly earnings of wage-earners employed by eight establishments manufacturing heavy electrical apparatus are as follows: 1950, Oct. 1, 251·0; Nov. 1, 254·5; and Dec. 1, 254·6; 1949, Dec. 1, 231·5

[2] Chiefly street and electric railways.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	45·0	69·4	31.23	103·3	96·7	106·8
Monthly Average 1946	43·2	70·0	30.24	100·1	100·0	100·1
Monthly Average 1947	43·0	80·2	34.46	114·0	109·6	104·0
Monthly Average 1948	42·7	91·3	38.99	129·0	125·4	102·9
Monthly Average 1949	42·4	98·6	41.81	138·4	130·1	106·4
Week preceding:						
January 1, 1948	43·2*	86·6	37.41*	123·8	120·0	103·2
February 1, 1948	42·8	86·6	37.06	122·6	121·4	101·0
March 1, 1948	43·2	88·0	38.02	125·8	122·0	103·1
April 1, 1948	43·2*	89·0	38.45*	127·2	122·7	103·7
May 1, 1948	43·1	89·4	38.53	127·5	124·0	102·8
June 1, 1948	41·7	91·4	38.11	126·1	124·8	101·0
July 1, 1948	42·0	92·3	38.77	128·3	126·9	101·1
August 1, 1948	42·1	92·7	39.03	129·2	127·4	101·4
September 1, 1948	41·7	93·4	38.95	128·9	128·6	100·2
October 1, 1948	43·0	94·6	40.68	134·6	129·1	104·3
November 1, 1948	43·1	95·5	41.16	136·2	129·1	105·5
December 1, 1948	43·2	96·0	41.47	137·2	128·6	106·7
January 1, 1949	43·2*	97·2	41.99*	138·9	129·1	107·6
February 1, 1949	42·9	97·2	41.70	138·0	129·0	107·0
March 1, 1949	43·0	97·6	41.97	138·9	128·8	107·8
April 1, 1949	42·9	98·2	42.13	139·4	128·9	108·1
May 1, 1949	41·8*	98·6	41.21*	136·4	129·0	105·7
June 1, 1949	40·8	99·1	40.43	133·8	129·9	103·0
July 1, 1949	41·8	99·1	41.42	137·1	131·1	104·6
August 1, 1949	41·9	98·8	41.40	137·0	131·7	104·0
September 1, 1949	42·4	98·4	41.72	138·1	131·3	105·2
October 1, 1949	42·7	99·3	42.40	140·3	131·2	106·9
November 1, 1949	42·8	99·5	42.59	140·9	130·8	107·7
December 1, 1949	42·9	100·0	42.90	142·0	130·7	108·6
January 1, 1950	42·6*	101·1	43.07*	142·5	130·3	109·4
February 1, 1950	42·3	100·9	42.68	141·2	130·7	108·0
March 1, 1950	42·5	101·4	43.10	142·6	132·4	107·7
April 1, 1950	42·8	101·7	43.53	144·0	132·7	108·5
May 1, 1950	42·4*	102·5	43.46*	143·8	132·7	108·4
June 1, 1950	42·0	103·5	43.47	143·8	133·8	107·5
July 1, 1950	42·5	103·9	44.16	146·1	135·5	107·8
August 1, 1950	42·5	104·2	44.29	146·6	136·3	107·6
September 1, 1950	41·9	104·4	43.74	144·7	137·4	105·3
October 1, 1950	42·9	105·3	45.17	149·5	138·1	108·3
November 1, 1950	43·0	106·4	45.75	151·4	138·1	109·6
December 1, 1950 (1)	43·1	107·7	46.42	153·6	138·4	111·0

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38·3 hours, $33.17; April 1, 1948, 41·6 hours, $37.02; January 1, 1949, 40·6 hours, $39.46; May 1, 1949, 42·5 hours, $41.91; January 1, 1950, 39·9 hours, $40.34; May 1, 1950, 42·6 hours, $43.67.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
February 1945	84,761	39,464	124,225	54,425	33,159	87,584
February 1946	54,136	30,078	84,214	188,140	45,563	233,703
February 1947	39,908	32,793	72,701	155,965	37,140	193,105
February 1948	18,171	16,007	34,178	142,783	43,951	186,734
February 1949	10,026	12,990	23,016	204,897	51,909	256,806
January 1950	7,971	9,748	17,719	218,769	55,188	273,957
February 1950	8,315	10,076	18,391	301,039	74,557	375,596
March 1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1951(1)	24,983	10,795	35,778	231,826	68,220	300,046

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 28, 1950

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From November 30, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	**265**	**131**	**396**	**−222**	**−35·9**
Logging	**13,819**	**10**	**13,829**	**−4,067**	**−22·7**
Pulpwood	11,192	4	11,196	−3,736	−25·0
Lumber	2,578	6	2,584	−334	−11·5
Other logging	49	.....	49	+3	+6·5
Mining	**378**	**21**	**399**	**+6**	**+1·5**
Coal	45	.....	45	−81	−64·3
Metallic ores—					
Iron	79	.....	79	+33	+71·7
Gold	89	8	97	−7	−6·7
Nickel	84	.....	84	+77	+1100·0
Other metallic ores and non-metallic minerals	18	2	20	−43	−68·3
Prospecting and oil producing	63	11	74	+27	+57·4
Manufacturing	**3,858**	**1,961**	**5,819**	**−237**	**−3·9**
Food and kindred products	183	136	319	−58	−15·4
Textiles, apparel, etc.	196	1,009	1,205	−92	−7·1
Lumber and finished lumber products	461	52	513	−60	−10·5
Pulp and paper products and printing	211	98	309	−58	−15·8
Chemicals and allied products	197	71	268	−5	−1·8
Products of petroleum and coal	9	9	18	+1	+5·9
Rubber products	64	33	97	+14	+16·9
Leather and products	72	153	225	−26	−10·4
Stone, clay and glass products	57	27	84	.....	.....
Iron and steel and products	393	58	451	−104	−18·7
Non-ferrous metals and products	189	46	235	+16	+7·3
Machinery	433	52	485	+26	+5·7
Electrical equipment and products	317	107	424	+54	+14·6
Transportation equipment and other manufacturing	1,076	110	1,186	+55	+4·9
Construction	**1,122**	**41**	**1,163**	**−1,188**	**−50·5**
Transportation and Storage	**673**	**77**	**750**	**−182**	**−19·5**
Communications, and Other Public Utilities	**257**	**203**	**460**	**+58**	**+14·4**
Trade	**1,298**	**1,766**	**3,064**	**−2,089**	**−40·5**
Wholesale	500	372	872	−133	−13·2
Retail	798	1,394	2,192	−1,956	−47·2
Finance, Insurance, Real Estate	**957**	**625**	**1,582**	**+86**	**+5·7**
Service	**1,781**	**5,132**	**6,913**	**−916**	**−11·7**
Public	719	498	1,217	−740	−37·8
Domestic	44	2,502	2,546	−18	−0·7
Personal	553	1,838	2,391	−141	−5·6
Other service	465	294	759	−17	−2·2
All Industries	**24,408**	**9,967**	**34,375**	**−8,751**	**−20·3**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT DECEMBER 28, 1950

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications For Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,381	292	1,673	3,231	853	4,084
Clerical Workers	1,457	2,971	4,428	6,247	11,934	18,181
Sales Workers	1,209	845	2,054	3,932	5,782	9,714
Personal and Domestic Service Workers	464	4,242	4,706	13,771	10,319	24,090
Seamen	33	.....	33	3,304	78	3,382
Agriculture and Fishing	222	.....	222	1,950	695	2,645
Skilled and semiskilled Workers	17,557	1,158	18,715	68,651	12,425	81,076
Food and kindred products	37	29	66	1,317	874	2,191
Textiles, clothing, etc.	123	857	980	2,174	7,503	9,677
Lumber and wood products	13,837	3	13,840	5,968	67	6,035
Pulp, paper and printing	61	16	77	486	281	767
Leather and products	52	111	163	1,241	630	1,871
Stone, clay and glass products	13	.....	13	252	25	277
Metalworking	1,178	8	1,186	6,266	297	6,563
Electrical	154	36	190	921	163	1,084
Transportation equipment, n.e.c.	15	.....	15	330	56	386
Mining	76	.....	76	744	1	745
Construction	516	.....	516	23,374	3	23,377
Transportation (except seamen)	481	.....	481	10,366	49	10,415
Communications and public utility	45	.....	45	356	1	357
Trade and service	82	57	139	1,687	1,119	2,806
Other skilled and semiskilled	718	28	746	8,700	1,116	9,816
Foremen	44	8	52	1,599	154	1,753
Apprentices	125	5	130	2,870	86	2,956
Unskilled Workers	2,079	460	2,539	72,100	11,605	83,705
Food and tobacco	22	64	86	2,168	3,269	5,437
Lumber and lumber products	412	10	422	4,084	263	4,347
Metalworking	45	1	46	2,260	223	2,483
Construction	233	.....	233	13,441	38	13,479
Other unskilled workers	1,367	385	1,752	50,147	7,812	57,959
Total	**24,402**	**9,968**	**34,370**	**173,186**	**53,691**	**226,877**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF DECEMBER 1950

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	211	218	175
Logging	1,573	975	942
Mining	166	160	112
Manufacturing	3,481	3,620	2,510
Food and kindred products	334	363	263
Textiles, apparel, etc.	590	516	385
Lumber and finished lumber products	451	456	373
Pulp and paper products and printing	201	211	146
Chemicals and allied products	102	114	58
Products of petroleum and coal	24	16	9
Rubber products	53	52	37
Leather and products	114	111	79
Stone, clay and glass products	88	88	63
Iron and steel and products	288	294	205
Non-ferrous metals and products	176	166	109
Machinery	231	200	136
Electrical equipment and products	184	170	118
Transportation equipment and other manufacturing	645	863	529
Construction	1,621	1,680	1,409
Transportation and Storage	878	916	736
Communications, and Other Public Utilities	150	130	84
Trade	2,264	2,528	1,869
Finance, Insurance, Real Estate	268	246	124
Service	8,223	9,550	7,822
All Industries	**18,835**	**20,023**	**15,783**

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 1 TO DECEMBER 28, 1950; UNPLACED APPLICANTS AS AT JANUARY 25, 1951

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 25 1951
					Regular	Casual		
Newfoundland	**336**	**187**	**2,206**	**269**	**144**	**87**	**4,163**	**7,181**
Corner Brook	183	175	450	115	10	87	760	1,474
Grand Falls	.....	.....	190	.....	.....	.....	355	541
St. John's	153	12	1,566	154	134	.....	3,048	5,166
Prince Edward Island	**798**	**81**	**1,832**	**955**	**173**	**594**	**1,759**	**2,665**
Charlottetown	305	68	857	340	142	136	1,048	1,673
Summerside	493	13	975	615	31	458	711	992
Nova Scotia	**2,240**	**608**	**7,212**	**2,803**	**1,902**	**483**	**11,903**	**16,231**
Amherst	77	3	270	79	40	34	402	548
Bridgewater	22	10	365	31	14	9	622	798
Halifax	1,012	456	2,386	1,337	953	245	3,443	4,279
Inverness	9	1	120	10	9	.....	247	481
Kentville	35	46	537	35	20	6	915	1,554
Liverpool	17	2	163	15	11	5	325	421
New Glasgow	515	32	949	610	444	55	1,305	1,835
Springhill	34	.....	139	33	20	12	239	275
Sydney	413	31	1,319	511	288	117	2,562	3,602
Truro	86	19	397	109	63	.....	604	660
Yarmouth-Shelburne	20	8	567	33	40	.....	1,239	1,778
New Brunswick	**2,385**	**1,039**	**6,742**	**2,438**	**1,429**	**634**	**10,493**	**12,629**
Bathurst	37	73	453	19	12	4	729	1,075
Campbellton	62	30	397	112	81	11	624	791
Edmundston	110	19	286	132	58	35	401	546
Fredericton	257	212	431	229	178	25	558	662
Minto	85	18	249	93	68	2	338	315
Moncton	1,163	417	2,295	1,117	492	454	3,003	4,117
Newcastle	76	34	335	45	42	.....	644	890
Saint John	437	169	1,477	499	362	73	2,584	2,450
St. Stephen	36	7	389	82	60	4	1,012	1,206
Sussex	91	43	151	59	47	7	175	170
Woodstock	31	17	279	51	29	19	425	407
Quebec	**14,921**	**14,732**	**47,552**	**12,985**	**8,464**	**1,195**	**71,106**	**88,130**
Asbestos	13	11	205	16	12	.....	280	295
Beauharnois	151	50	337	143	94	.....	587	652
Buckingham	43	152	253	63	41	6	479	507
Causapscal	1	141	169	8	3	.....	311	513
Chandler	148	232	402	68	68	.....	580	1,251
Chicoutimi	321	476	650	192	112	13	852	852
Dolbeau	20	3	127	20	8	.....	175	246
Drummondville	161	17	545	166	133	.....	1,170	1,505
Farnham	46	87	202	32	32	.....	365	446
Granby	112	21	529	131	91	6	822	954
Hull	224	254	1,204	277	220	.....	1,772	2,294
Joliette	92	411	626	172	121	2	1,028	1,315
Jonquiere	362	225	518	216	142	5	688	939
Lachute	24	5	224	26	21	.....	350	389
La Malbaie	23	37	560	17	12	.....	834	1,144
La Tuque	1,264	2,086	666	152	188	.....	381	458
Levis	252	81	1,207	227	192	2	1,821	2,486
Matane	430	655	254	82	53	.....	365	743
Megantic	276	145	402	153	152	.....	327	330
Mont-Laurier	27	278	114	37	24	1	177	212
Montmagny	19	65	563	17	7	6	759	1,072
Montreal	6,397	2,831	18,134	6,099	3,868	655	27,358	33,365
Port Alfred	44	111	292	20	19	.....	517	505
Quebec	863	943	5,534	1,043	482	148	8,680	10,755
Rimouski	2	1,363	636	54	63	.....	1,038	1,429
Riviere du Loup	98	9	661	28	19	1	1,072	1,398
Rouyn	424	274	598	247	124	44	559	804
Ste. Agathe	124	54	257	104	91	.....	293	375
Ste. Anne de Bellevue	32	8	465	25	18	.....	456	615
Ste. Therese	46	17	411	53	48	.....	847	985
St. Georges de Beauce	87	796	542	158	104	7	851	881
St. Hyacinthe	169	112	624	176	156	3	1,024	1,202
St. Jean	286	89	490	249	119	6	734	882
St. Jerome	182	32	603	171	140	5	710	843
St. Joseph d'Alma	162	371	497	111	115	1	634	863
Shawinigan Falls	457	529	1,184	318	226	49	1,759	2,219
Sherbrooke	603	200	1,807	720	409	125	2,217	2,584
Sorel	125	109	1,004	44	41	2	1,759	1,917
Thetford Mines	150	52	455	214	114	2	610	754
Three Rivers	361	519	2,115	562	296	90	3,287	4,132
Val d'Or	199	801	325	159	112	14	407	457
Valleyfield	105	35	691	138	125	.....	1,353	1,581
Victoriaville	66	45	470	77	49	2	818	981

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 1 TO DECEMBER 28, 1950; UNPLACED APPLICANTS AS AT JANUARY 25, 1951—*Continued*

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 25 1951
					Regular	Casual		
Ontario	**34,859**	**13,121**	**61,280**	**37,682**	**25,530**	**4,020**	**55,850**	**71,980**
Arnprior	38	38	144	47	51	7	153	236
Barrie	215	52	400	235	190	10	372	499
Belleville	178	35	429	162	99	32	543	813
Bracebridge	51	7	217	51	42	2	326	412
Brampton	82	32	135	84	52	5	131	184
Brantford	426	100	1,068	456	186	187	1,207	1,419
Brockville	129	7	251	138	88	36	265	340
Carleton Place	18	4	83	17	15	.....	185	255
Chatham	259	48	781	398	159	78	772	1,036
Cobourg	135	12	246	161	108	27	264	318
Collingwood	49	5	254	60	31	16	556	784
Cornwall	288	9	853	342	208	83	1,349	1,729
Fort Erie	36	10	95	41	22	3	227	279
Fort Frances	128	89	190	140	102	19	148	161
Fort William	418	191	1,282	675	581	115	1,149	1,407
Galt	285	183	319	217	177	28	280	344
Gananoque	56	4	113	67	33	22	164	207
Goderich	29	48	168	19	13	4	254	349
Guelph	224	74	413	240	82	104	415	550
Hamilton	2,261	502	4,496	2,445	1,562	390	4,399	5,624
Hawkesbury	34	23	441	37	22	3	603	645
Ingersoll	389	33	540	385	385	.....	238	221
Kapuskasing	333	763	83	66	155	.....	77	60
Kenora	51	67	228	106	130	4	274	337
Kingston	522	70	928	552	425	46	810	1,026
Kirkland Lake	213	151	381	257	109	38	426	492
Kitchener-Waterloo	525	180	725	559	407	37	523	653
Leamington	56	11	703	465	48	2	640	519
Lindsay	69	10	207	83	52	10	213	358
Listowel	16	19	132	26	12	.....	204	220
London	1,271	538	2,794	1,770	1,197	287	1,769	2,309
Midland	45	13	642	61	35	.....	992	1,131
Napanee	12	.....	124	16	11	.....	213	334
New Toronto	566	113	837	643	452	12	625	963
Niagara Falls	261	42	678	263	167	44	871	1,010
North Bay	543	99	807	556	420	87	559	724
Orillia	164	22	319	163	111	45	436	611
Oshawa	759	186	1,593	875	596	54	1,275	1,572
Ottawa	1,258	566	2,047	1,234	668	224	2,468	3,453
Owen Sound	192	27	784	272	151	42	771	1,070
Parry Sound	25	.....	217	28	17	8	212	266
Pembroke	205	197	393	164	131	6	523	767
Perth	55	14	221	58	46	9	309	323
Peterborough	194	62	639	208	185	7	1,087	1,551
Picton	22	3	188	32	21	1	305	385
Port Arthur	841	955	1,171	394	703	18	1,177	1,540
Port Colborne	78	33	265	78	40	29	431	450
Prescott	27	23	192	30	24	.....	278	380
Renfrew	76	1	188	97	78	4	188	269
St. Catharines	459	193	1,126	395	248	68	1,596	1,994
St. Thomas	354	124	435	437	229	36	337	393
Sarnia	221	68	472	220	156	9	602	699
Sault Ste. Marie	514	145	410	307	247	79	414	584
Simcoe	62	21	273	78	59	1	314	543
Sioux Lookout	85	33	158	120	43	3	90	99
Smiths Falls	34	5	189	29	8	19	393	397
Stratford	127	24	256	148	81	28	349	454
Sturgeon Falls	74	22	303	89	29	30	393	357
Sudbury	562	484	976	597	234	127	948	1,318
Timmins	267	359	794	365	392	43	913	1,051
Toronto	15,175	5,262	19,615	16,118	11,084	1,153	11,263	15,434
Trenton	123	20	491	167	98	4	495	658
Walkerton	45	32	135	50	45	.....	192	356
Wallaceburg	63	.....	235	65	48	10	260	483
Welland	291	60	574	309	174	28	751	1,123
Weston	364	291	661	410	270	13	384	528
Windsor	1,845	276	3,569	2,219	1,423	180	4,338	4,688
Woodstock	87	31	204	86	63	4	162	236
Manitoba	**3,697**	**1,330**	**12,156**	**5,491**	**2,968**	**1,803**	**13,299**	**17,232**
Brandon	284	145	727	304	168	49	895	1,256
Dauphin	56	3	337	81	41	14	400	594
Flin Flon	43	9	157	77	46	12	124	168
Portage la Prairie	72	20	401	78	53	12	549	744
The Pas	24	26	57	8	11	.....	101	111
Winnipeg	3,218	1,127	10,477	4,943	2,649	1,716	11,230	14,359

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS DECEMBER 1 TO DECEMBER 28, 1950: UNPLACED APPLICANTS AS AT JANUARY 25, 1951—*Concluded*

(Source: Form UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Jan. 25 1951
					Regular	Casual		
Saskatchewan	**2,011**	**571**	**7,335**	**2,358**	**1,181**	**445**	**9,934**	**13,198**
Estevan	47	13	187	93	46	2	178	245
Moose Jaw	218	78	874	242	133	40	1,103	1,440
North Battleford	88	38	347	76	59	9	523	814
Prince Albert	150	41	688	190	67	33	1,210	1,586
Regina	856	118	2,367	1,074	565	196	2,514	3,281
Saskatoon	446	176	1,547	435	182	133	2,431	3,167
Swift Current	53	37	386	80	29	9	595	838
Weyburn	43	20	192	67	43	9	245	323
Yorkton	110	50	747	101	57	14	1,135	1,504
Alberta	**5,054**	**1,599**	**10,541**	**5,130**	**3,216**	**970**	**11,452**	**15,798**
Blairmore	52	12	95	49	49	2	148	191
Calgary	1,578	403	3,534	1,696	896	356	4,146	5,345
Drumheller	53	5	114	52	50	.....	234	294
Edmonton	2,783	882	5,094	2,754	1,799	479	4,773	6,657
Edson	210	170	163	130	220	.....	53	68
Lethbridge	223	75	858	251	83	100	1,185	2,036
Medicine Hat	78	27	393	101	66	25	462	578
Red Deer	77	25	290	97	53	8	451	629
British Columbia	**9,038**	**1,469**	**27,787**	**9,979**	**6,684**	**1,209**	**37,531**	**48,671**
Chilliwack	96	8	858	114	40	62	1,555	2,177
Courtenay	23	27	334	17	14	1	445	1,181
Cranbrook	20	6	213	17	17	.....	370	620
Dawson Creek	291	3	370	293	291	.....	202	259
Duncan	84	40	325	104	41	9	399	943
Kamloops	93	31	269	82	69	.....	372	527
Kelowna	90	6	694	87	55	27	910	1,299
Nanaimo	133	20	915	174	71	51	1,345	2,339
Nelson	76	12	367	92	63	9	532	835
New Westminster	749	89	3,118	841	638	81	5,336	6,107
Penticton	83	2	503	103	88	1	624	1,361
Port Alberni	133	27	372	146	90	19	406	874
Prince George	506	77	722	565	371	79	420	358
Prince Rupert	141	86	294	97	83	.....	540	528
Princeton	29	.....	137	48	41	.....	156	181
Trail	74	13	328	82	49	21	487	817
Vancouver	5,379	795	15,563	6,025	3,901	695	19,588	23,439
Vernon	103	11	525	101	93	4	979	1,262
Victoria	844	160	1,737	958	627	149	2,578	3,293
Whitehorse	91	56	143	33	42	1	287	271
Canada	**75,339**	**34,737**	**184,643**	**80,090**	**51,691**	**11,440**	**227,490**	**293,715**
Males	49,816	24,742	141,878	53,007	36,390	7,067	173,593	226,090
Females	25,523	9,995	42,765	27,083	15,301	4,373	53,897	67,625

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1940-1950

SOURCE: Form UIC 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1940	653,455	235,150	888,595	336,507	138,599	475,106
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950 (52 weeks)	1,500,763	575,813	2,076,576	559,882	230,920	790,802

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

(SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.)

At Beginning of Month of:	Total	Employed	Claimants[1]
1949—November	2,625,000	2,519,100	105,900
December	2,678,000	2,525,700	152,300
1950—January	2,667,000	2,444,900	222,100
February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,500	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900
October	2,811,000	2,731,700	79,300
November	2,838,000	2,747,700	90,300

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER (REGULAR AND SUPPLEMENTARY BENEFIT), BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF DECEMBER 30, 1950

(SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.)

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland	1,680	619	172	323	387	79	100
Male	1,643	612	168	313	380	72	98
Female	37	7	4	10	7	7	2
(Male)	(1,435)	(488)	(115)	(182)	(309)	(131)	(210)
(Female)	(172)	(44)	(17)	(18)	(46)	(18)	(29)
Prince Edward Island	1,493	547	224	325	224	81	92
Male	1,276	500	206	280	178	52	60
Female	217	47	18	45	46	29	32
Nova Scotia	10,133	2,832	1,236	1,777	1,852	965	1,471
Male	8,856	2,576	1,130	1,602	1,601	790	1,157
Female	1,277	256	106	175	251	175	314
New Brunswick	9,601	2,670	1,278	1,772	1,992	718	1,171
Male	7,752	2,298	1,092	1,430	1,528	557	847
Female	1,849	372	186	432	464	161	324
Quebec	68,581	18,636	10,436	12,653	11,480	6,141	9,235
Male	52,356	15,114	8,476	10,261	8,610	4,150	5,745
Female	16,225	3,522	1,960	2,392	2,870	1,991	3,490
Ontario	48,623	16,051	7,463	8,740	6,901	2,966	6,502
Male	36,410	13,018	6,150	6,902	4,772	1,699	3,869
Female	12,213	3,033	1,313	1,838	2,129	1,267	2,633
Manitoba	11,124	3,425	1,552	2,245	1,973	588	1,341
Male	8,421	2,558	1,284	1,865	1,531	354	829
Female	2,703	867	268	380	442	234	512
Saskatchewan	8,043	2,511	1,158	1,970	1,623	316	465
Male	6,752	2,086	1,035	1,764	1,404	206	257
Female	1,291	425	123	206	219	110	208
Alberta	10,757	3,954	1,297	2,152	1,811	478	1,065
Male	9,108	3,649	1,138	1,890	1,437	284	710
Female	1,649	305	159	262	374	194	355
British Columbia	32,310	9,300	4,697	6,716	6,111	2,321	3,165
Male	26,693	7,796	3,955	5,758	5,031	1,787	2,366
Female	5,617	1,504	742	958	1,080	534	799
TOTAL	202,345	60,545	29,513	38,673	34,354	14,653	24,607
MALE	159,267	50,207	24,634	32,065	26,472	9,951	15,938
FEMALE	43,078	10,338	4,879	6,608	7,882	4,702	8,669

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT,

(SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.)

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	...	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, DECEMBER, 1950

(Source: Report on Operation of the Unemployment Insurance Act, D.B.S.)

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total [1]	Initial	Renewal	Total Disposed of [2]	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,120	1,029	91	905	562	343	630
	(790)	(723)	(67)	(640)	(323)	(317)	(583)
Prince Edward Island	1,079	774	305	809	662	147	408
Nova Scotia	6,664	4,296	2,368	5,226	4,056	1,170	2,798
New Brunswick	4,893	3,495	1,398	4,143	3,148	995	1,871
Quebec	45,046	30,145	14,901	35,063	27,251	7,812	17,706
Ontario	34,405	22,715	11,690	30,008	22,854	7,154	11,059
Manitoba	7,977	5,293	2,684	6,190	4,450	1,740	3,010
Saskatchewan	5,685	4,163	1,522	4,762	3,496	1,266	2,103
Alberta	6,099	4,478	1,621	5,881	4,479	1,402	2,143
British Columbia	21,250	13,448	7,802	18,418	13,998	4,420	7,698
Total Canada, December 1950	134,218	89,836	44,382	111,405	84,956	26,449	49,436
Total Canada, November 1950	93,016	58,012	35,004	82,319	64,562	17,757	26,623
Total Canada, December 1949	139,406	91,957	47,449	123,662	103,006	20,656	47,455

[1] In addition, revised claims received numbered 11,613. [2] In addition, 12,372 revised claims were disposed of. Of these, 815 were special requests not granted, and 1,258 were appeals by claimants. There were 1,971 revised claims pending at the end of the month. [3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

(Source: Report on Operation of the Unemployment Insurance Act, D.B.S.)

Chief Reasons for Non-Entitlement	Month of December 1950 [1]	Month of December 1949 [2]	Cumulative Total for Current Fiscal Year
Claims Disallowed	16,983	13,446	73,931
Regular	3,018	.....	3,018
Supplementary Benefit			
Claimants Disqualified	3,651	1,316	20,857
Not unemployed	816	757	10,993
Not capable of and not available for work	154	54	3,167
Loss of work due to a labour dispute	646	679	12,203
Refused offer of work and neglected opportunity to work	611	815	5,751
Discharged for misconduct	4,280	3,915	35,317
Voluntarily left employment without just cause	3,560	1,422	16,758
Other reasons [3]			
Total	33,719	22,404	181,995

[1] Includes 4,002 revised claims, disqualified.
[2] 1949 data relate to regular claimants only.
[3] These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

(Source: Report on Operation of the Unemployment Insurance Act, D.B.S.)

Province	Number Receiving Benefit in Last Week of the Month [1]	Month of December, 1950		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland [2]	327	436	12,159	31,962
	(298)	(362)	(22,129)	(47,995)
Prince Edward Island	339	438	10,561	23,307
Nova Scotia	3,879	3,432	115,366	279,210
New Brunswick	3,606	2,877	97,056	233,307
Quebec	34,160	20,895	758,352	1,785,405
Ontario	27,459	17,389	527,097	1,270,168
Manitoba	5,723	4,098	120,693	291,474
Saskatchewan	3,978	3,390	77,270	188,997
Alberta	6,024	4,305	117,424	292,359
British Columbia	16,423	12,610	356,873	912,629
Total, Canada, December 1950	101,918	69,870	2,192,851	5,308,818
Total, Canada, November 1950	79,052	49,532	1,781,566	4,184,103
Total, Canada, December 1949 [3]	125,225	89,823	3,066,888	7,181,001

[1] Week containing last day of the month.
[2] Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.
[3] Week ending with the third Friday.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO DECEMBER 31, 1950

(SOURCE: Unemployment Insurance Commission)

Fiscal Year Ended March 31	Receipts						Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66		2,303 65	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70		5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265,064 37
Aug	11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
Sept	11,370,169 43	2,273,375 13		2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
Oct	11,313,655 22	2,262,702 39		4,425 70	1,274,696 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
Nov	11,444,060 13	2,288,200 58		2,776 00	1,323,276 58	15,058,313 29	4,179,172 57	524 25	4,179,696 82	636,637,088 65
Dec	*12,580,488 28	2,516,416 01		2,880 00	1,350,478 17	16,450,262 46	5,304,152 98	193 50	5,304,346 48	647,783,004 63
SUB-TOTAL	92,816,794 43	18,558,113 26	13,425 50	28,763 05	11,286,591 72	122,703,687 96	53,832,373 08	3,735,282 77	57,567,655 85	647,783,004 63
TOTAL	737,603,126 31	147,524,876 86	13,425 50	70,303 04	73,276,388 37	958,488,120 08	306,151,766 79	4,553,348 66	310,705,115 45	647,783,004 63

* Stamps $5,951,915.21. Meter $1,651,645.72. Bulk $4,340,335.38. Arm. Serv. $636,591.97. Total $12,580,488.28.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, DECEMBER, 1950

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Considered	Entitled to Benefit	Not Entitled to Benefit
Newfoundland	98	17	8
Prince Edward Island	104	39	19
Nova Scotia	561	244	123
New Brunswick	467	232	97
Quebec	3,925	1,700	839
Ontario	3,046	1,351	911
Manitoba	919	395	282
Saskatchewan	474	180	178
Alberta	589	214	156
British Columbia	2,030	877	653
Total	12,213	5,249	3,266

N.B.—See explanatory note on page 383.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914		79·7	92·2	72·1	75·1	88·3	69·6		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1933		94·4	84·9	98·6	102·5	93·3	98·2		
1939		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·8*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·8
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·3
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62·7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62·7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66·2*	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	*69·7*	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	*71·1*	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	*73·8*	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JANUARY 1951

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Jan. 2nd 1950	Dec. 1st, 1950	Jan. 2nd, 1951						
Halifax	152·7	159·0	160·2	208·4	118·5	139·6	196·1	162·9	126·8
St. John	157·1	167·6	168·4	211·3	122·9	137·0	202·5	171·1	136·8
Montreal	163·8	175·3	177·8	233·1	135·5	136·9	178·9	189·2	133·3
Toronto	156·9	167·2	168·6	211·2	140·0	161·0	185·9	175·5	133·6
Winnipeg	155·0	166·2	167·8	223·1	130·1	124·9	183·6	179·5	129·9
Saskatoon	162·2	169·6	170·2	225·2	126·1	145·9	190·5	181·3	126·8
Edmonton	156·9	166·4	166·0	224·9	121·8	114·6	190·0	170·7	131·9
Vancouver	161·9	172·6	172·6	225·7	125·4	142·6	195·2	173·2	137·7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Jan. 1946	Jan. 1947	Jan. 1948	Jan. 1949	Dec. 1950	Jan. 1951	Price Jan. 1951
Beef, sirloin steak	lb.	120·7	154·8	164·2	182·8	251·3	305·2	313·7	88·2
Beef, round steak	lb.	125·7	167·9	177·6	200·8	289·2	339·7	349·4	82·5
Beef, rolled rib roast, prime	lb.	125·5	175·2	185·7	208·3	281·7	359·9	348·6	80·3
Beef, blade roast, blade removed	lb.	132·7	162·3	169·2	198·7	301·3	380·8	391·3	63·4
Beef, stewing, boneless	lb.	136·7	168·3	173·5	212·3	333·9	433·1	444·1	60·6
Veal, front roll, boneless	lb.	139·3	174·0	174·6	198·2	311·8	371·5	381·8	66·3
Lamb, leg roast	lb.	109·9	152·5	155·6	176·4	238·7	273·8	285·0	81·4
Pork, fresh loins, centre cut	lb.	125·3	144·2	163·3	181·4	228·5	244·4	247·5	65·6
Pork, fresh shoulder, hock off	lb.	127·0	143·4	165·4	192·7	256·2	271·1	274·8	52·2
Bacon, side, fancy, sliced, rind off	lb.	132·3	142·5	163·1	196·0	231·4	215·7	214·9	81·3
Lard, pure, package	lb.	151·3	160·5	178·9	245·6	323·7	250·5	254·0	28·3
Shortening, package	lb.	134·7	137·5	141·0	219·4	281·3	239·0	241·0	34·9
Eggs, grade "A", Large, carton	doz.	156·4	153·6	165·7	186·9	200·8	233·6	197·4	61·7
Milk	qt.	111·0	95·4	139·4	154·1	161·5	174·3	174·3	19·0
Butter, creamery, prints	lb.	140·5	148·7	164·8	268·1	267·4	228·6	236·3	64·3
Cheese, plain, mild, ½ lb.	pkg.	174·6	165·9	170·7	204·3	229·7	227·5	253·5	31·3
Bread, Plain, white, wrapped	lb.	106·5	106·3	107·9	144·4	152·4	177·6	177·6	11·3
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	187·9	224·2	224·2	7·5
Rolled Oats, package	lb.	112·0	114·0	114·0	152·0	153·6	188·7	190·2	12·6
Corn Flakes, 8 oz.	pkg.	101·1	100·0	100·0	143·5	162·0	171·7	171·7	16·0
Tomatoes, canned, 2½'s	tin	129·9	137·7	168·9	255·7	221·7	190·7	195·3	21·0
Peas, 15 oz.	tin	117·5	121·7	131·7	150·8	150·0	147·5	149·3	16·7
Corn, Cream, choice, 15 oz.	tin	128·3	131·9	146·0	197·3	186·7	172·8	173·9	15·8
Beans, dry	lb.	129·4	135·3	166·7	292·2	278·4	259·2	267·2	13·3
Onions, cooking	lb.	108·2	130·6	132·7	161·2	124·5	119·0	119·0	6·3
Potatoes, No. 1, table	10 lbs.	89·9	151·5	127·1	183·8	141·3	121·8	124·0	27·9
Prunes, bulk or in bag	lb	115·8	122·8	158·8	178·9	178·9	224·2	229·4	26·4
Raisins, seedless, bulk or in bag	lb.	104·0	108·6	128·5	148·3	127·8	140·0	143·3	21·6
Oranges, California	doz.	132·5	154·3	141·6	136·5	125·3	158·7	158·7	43·8
Lemons	½ doz.	111·3	156·0	148·9	153·5	139·1	168·6	169·2	27·6
Jam, strawberry, 16 oz.	jar	111·3	115·1	141·3	160·1	150·4	161·5	162·1	28·5
Peaches, 20 oz.	tin	101·5	105·1	126·4	156·3	146·2	144·7	146·8	28·8
Marmalade, Orange, 16 oz.	jar.	118·3	128·9	134·8	148·8	145·8	147·4	148·9	20·3
Corn Syrup, 2 lb.	tin	138·0	157·7	179·3	202·0	185·7	186·9	188·7	32·7
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	132·3	149·2	150·8	191·7	191·7	12·3
Sugar, yellow, in branded package	lb.	131·3	134·9	134·9	154·0	155·6	198·1	198·1	12·8
Coffee, medium quality, in bag	lb.	141·6	131·7	137·3	172·5	186·7	299·0	299·6	103·4
Tea, black, ½ lb.	pkg.	145·2	131·6	137·1	173·8	174·5	182·0	182·0	52·9

* Descriptions and Units of Sale Apply to January 1951 prices.

78060—9½

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts
Newfoundland—										
1—St. Johns	100·6	.....	b 71·6	a 61·7	.....	.....	.....	74·3	69·2	e 39·0
P.E.I.—										
2—Charlottetown	80·0	75·0	.....	a 55·0	a 49·7	.....	.....	65·0	51·0	.....
Nova Scotia—										
3—Halifax	87·7	82·4	77·0	a 60·3	60·7	51·7	74·1	65·7	c 51·5	81·9
4—Sydney	96·7	86·0	a 74·0	.....	59·7	.....	.....	68·0	.....	89·0
New Brunswick—										
5—Moncton	85·0	81·0	77·7	a 58·2	53·7	.....	74·5	66·5	48·9	78·0
6—Saint John	88·3	81·0	a 76·2	a 60·9	60·5	61·3	75·8	68·1	52·3	81·7
Quebec—										
7—Chicoutimi	102·7	96·3	.....	68·0	.....	.....	.....	61·7	54·0	84·2
8—Montreal	95·3	89·5	83·1	a 62·3	58·2	65·5	80·2	62·3	51·5	71·4
9—Quebec	93·0	87·8	79·2	a 57·3	52·6	72·9	81·0	53·8	47·0	74·2
10—Sherbrooke	91·3	86·7	74·3	56·9	51·7	61·7	.....	61·2	52·8	78·9
11—Sorel	80·8	76·3	73·7	56·8	49·4	.....	.....	60·6	43·5	77·0
12—Three Rivers	100·5	87·5	72·9	a 54·7	50·3	.....	.....	60·2	50·3	73·5
Ontario—										
13—Cornwall	83·0	82·0	79·0	62·0	64·0	.....	.....	65·3	55·2	76·3
14—Fort William	83·2	79·6	81·5	a 62·6	a 61·5	.....	.....	65·4	.....	81·1
15—Hamilton	89·6	85·5	85·8	a 68·7	64·8	69·0	84·7	68·8	48·0	76·6
16—London	88·3	86·3	82·4	a 69·4	65·3	.....	84·7	68·7	48·4	80·4
17—North Bay	84·0	82·8	78·6	67·3	59·6	.....	.....	68·4	48·4	79·3
18—Ottawa	87·4	84·6	84·3	68·5	63·2	.....	82·1	67·7	52·1	73·3
19—Sault Ste. Marie	91·0	89·3	79·1	65·1	67·6	.....	.....	68·1	54·2	79·3
20—Sudbury	86·1	83·7	82·5	65·6	64·9	62·7	.....	64·9	53·7	78·3
21—Timmins	86·8	85·4	83·4	67·2	65·0	67·7	83·8	66·9	52·2	80·7
22—Toronto	89·8	85·0	88·3	70·4	63·7	67·0	82·1	67·9	44·7	75·3
23—Windsor	86·2	82·0	79·1	a 64·1	64·1	.....	79·7	66·7	46·4	77·3
Manitoba—										
24—Brandon	88·3	81·7	.....	59·0	.....	.....	.....	65·3	.....	82·2
25—Winnipeg	87·2	82·2	86·7	65·5	62·1	64·5	74·0	60·7	52·0	80·8
Saskatchewan—										
26—Moose Jaw	84·3	78·7	78·4	64·1	61·4	63·0	79·6	66·0	55·3	82·8
27—Regina	79·4	75·7	75·8	a 60·5	60·9	66·8	79·1	65·7	54·6	86·3
28—Saskatoon	75·9	73·2	76·0	a 57·8	59·1	.....	.....	62·0	a 54·6	84·0
Alberta—										
29—Calgary	86·1	81·8	85·1	70·4	63·8	72·7	86·1	64·9	58·1	87·1
30—Drumheller	85·0	81·3	79·5	a 62·3	59·0	.....	.....	70·4	53·6	88·0
31—Edmonton	83·8	78·6	81·0	a 56·9	59·4	68·3	80·6	61·4	50·4	87·1
British Columbia—										
32—Prince Rupert	96·0	94·0	97·7	.....	.....	.....	.....	69·3	67·7	93·0
33—Trail	93·6	88·2	82·7	a 64·0	65·8	.....	89·7	74·0	62·4	96·7
34—Vancouver	94·5	86·3	92·3	75·4	67·2	71·3	81·9	71·6	c 59·4	91·2
35—Victoria	96·6	90·8	92·5	71·1	72·7	74·5	92·4	72·4	58·3	88·6

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns	.....	36·2	88·6 [f]	29·0 [h]	.....	31·5	10·7	8·6	14·3	18·9
P.E.I.—										
2—Charlottetown	28·7	34·9	56·3 [g]	16·0	65·9	33·3	10·7	8·1	11·9	17·1
Nova Scotia—										
3—Halifax	29·7	34·8	60·3 [g]	19·0	65·6	32·5	11·2	7·8	13·7	16·5
4—Sydney	28·9	34·0	69·9 [g]	20·0	68·3	32·0	12·0	8·0	12·6	17·0
New Brunswick—										
5—Moncton	27·5	34·6	65·5	19·0	64·7	31·1	11·3	8·0	13·5	16·6
6—Saint John	28·9	35·4	63·6 [g]	20·0	65·0	32·7	12·7	7·9	13·0	16·6
Quebec—										
7—Chicoutimi	28·8	38·5	65·5	19·0	63·6	33·0	12·8	8·1	.....	18·0
8—Montreal	27·3	34·6	62·3	18·5	63·5	30·6	10·7	7·2	12·4	15·3
9—Quebec	27·3	34·7	61·9	18·0	62·6	32·2	10·5	7·2	13·1	16·0
10—Sherbrooke	28·0	34·4	63·3	18·0	63·4	30·9	10·9 [*]	7·7	12·4	16·1
11—Sorel	25·3	33·5	61·6	17·0	60·8	30·5	10·7	7·6	12·6	15·8
12—Three Rivers	26·0	34·0	60·7	18·0	59·5	30·1	9·3	7·1	13·0	15·7
Ontario—										
13—Cornwall	26·8	34·1	60·3 [g]	19·0	65·5	30·2	9·3	7·2	13·3	16·3
14—Fort William	28·3	34·2	65·9	20·0	66·2	31·0	11·3	7·2	12·1	15·7
15—Hamilton	27·4	34·2	60·6	20·0	67·7	30·3	10·7	7·4	12·7	15·3
16—London	28·0	34·2	56·0	19·0	66·8	30·4	10·7	7·3	12·8	15·4
17—North Bay	29·2	35·1	66·0	19·0	68·5	31·2	10·7	8·1	13·3	16·6
18—Ottawa	27·1	34·2	61·3	19·0	64·4	31·0	10·7	7·4	12·7	15·5
19—Sault Ste. Marie	28·9	34·3	64·9	21·0	67·7	30·9	11·3	7·6	12·9	15·9
20—Sudbury	29·0	34·3	63·4	21·0	68·2	30·7	11·3	8·1	13·6	16·2
21—Timmins	28·1	33·9	64·3	21·0	65·9	30·8	12·0	7·8	12·5	16·2
22—Toronto	27·7	33·9	60·0	20·0	66·1	29·8	10·7	7·2	12·5	15·1
23—Windsor	26·7	34·3	61·6 [g]	20·0	67·3	30·7	10·7	7·4	13·2	15·4
Manitoba—										
24—Brandon	28·8	35·9	58·0	17·0	64·6	31·6	11·6	7·4	12·5	16·6
25—Winnipeg	27·9	34·9	58·8	18·0	63·6	31·9	13·0	7·0	11·7	15·4
Saskatchewan—										
26—Moose Jaw	27·9	35·1	.....	18·0	61·1	31·3	12·0	7·2	11·6	15·7
27—Regina	28·8	36·2	55·8	18·0	60·5	32·3	12·0	7·3	12·1	16·3
28—Saskatoon	27·7	35·4	51·9	18·0	61·9	31·1	11·2	7·0	12·0	15·4
Alberta—										
29—Calgary	28·1	35·3	65·5	19·0	60·9	31·1	12·0	7·2	12·2	16·0
30—Drumheller	30·5	39·1	55·7	20·0	61·9	32·3	12·0	7·6	13·0	16·4
31—Edmonton	28·5	36·7	50·4 [g]	18·0	60·7	31·7	11·2	7·1	12·0	15·8
British Columbia—										
32—Prince Rupert	30·1	36·2	69·4	27·0	64·7	34·3	14·0	8·0	12·9	17·1
33—Trail	30·5	36·6	75·1	21·0	63·2	32·1	14·0	7·5	12·8	16·0
34—Vancouver	30·6	32·7	62·1 [g]	19·0	63·4	30·8	13·9	7·2	12·1	15·4
35—Victoria	31·6	34·6	65·7	19·0	63·3	31·3	13·9	7·6	12·3	15·8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Source: Dominion

Locality	Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin	Canned Vegetables: Peas, per 15 oz. tin	Canned Vegetables: Corn, cream, choice, per 15 oz. tin	Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin per 32 oz. jar
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. Johns	24·1	z 17·8	z 22·7	12·5	7·7	31·9	24·6	i 27·2	48·3	.....	61·4
P.E.I.—											
2—Charlottetown	22·5	16·5	15·8	12·9	6·2	16·9	26·2	20·0	45·6	37·0	52·2
Nova Scotia—											
3—Halifax	21·7	17·5	16·8	13·3	4·9	22·8	27·9 i	19·0 k	44·4	28·0	53·0
4—Sydney	22·0	16·9	16·9	12·5	5·0	25·0	28·5	20·6	46·8	29·9	52·5
New Brunswick—											
5—Moncton	21·9	17·5	15·8	12·7	5·5	19·9	28·6	k 21·5	45·6	28·0	52·1
6—Saint John	21·2	16·8	15·7	13·5	5·4	19·8	27·1	k 20·0	45·6	27·7	53·6
Quebec—											
7—Chicoutimi	19·2	.....	.....	.....	9·2	27·7	19·5 k	27·7 k	46·8	28·3	60·0
8—Montreal	18·8	x 13·7	x 13·4	13·1	6·2	23·7	26·5	21·0	41·7	23·1	52·8
9—Quebec	19·5	17·9	15·1	12·6	6·6	21·4	24·0	23·3	42·9	26·2	54·9
10—Sherbrooke	20·1	17·3	.....	13·6	7·1	23·5	29·2	25·0	43·5	26·0	53·3
11—Sorel	18·1	15·7	16·7	12·6	10·0	24·3	21·5	19·6	40·8	25·0	51·8
12—Three Rivers	18·7	.....	.....	13·6	7·0	22·4	24·6	21·4	42·3	25·6	51·8
Ontario—											
13—Cornwall	19·3	.....	.....	11·4	7·5	25·8	k 25·7 k	n 21·7	41·7	23·7	48·0
14—Fort William	19·6	17·4	14·4 m	12·7	5·1	35·9	26·1 k	23·8 n	42·3	28·2	52·4
15—Hamilton	20·3	17·9	14·9	14·4	4·7	25·7	29·2 k	19·2	42·0	27·0	48·1
16—London	19·9	17·4	15·5	12·6	4·9	24·3	24·8	18·3	43·8	25·3	47·1
17—North Bay	20·6	.....	.....	13·8	5·1	31·3	27·7 k	23·5	40·8	28·4	.....
18—Ottawa	19·3	14·3	15·4	13·3	6·1	26·1	27·9 i	22·1	42·3	25·2	49·9
19—Sault Ste. Marie	19·9	18·4	14·7	12·3	5·7	32·4	30·7	22·3	45·0	29·7	50·0
20—Sudbury	19·3	16·3	15·1	12·2	5·0	27·3	26·1	23·6	42·3	28·0	50·1
21—Timmins	20·4	17·3	17·5	14·8	6·0	32·5	25·9	23·1	45·9	28·4	50·3
22—Toronto	19·1	17·4	13·9	13·9	4·3	28·0	26·2	18·7	42·3	23·4	46·0
23—Windsor	18·6	16·7	15·3	12·3	4·8	24·3	.....	19·9	44·7	26·4	48·7
Manitoba—											t
24—Brandon	22·4	.....	16·0	13·9	7·8	30·6	26·1 k	23·6	46·5	27·4	70·3
25—Winnipeg	21·4	17·3	16·7	13·2	6·1	23·7	25·8	25·2	46·5	30·5	66·4
Saskatchewan—											
26—Moose Jaw	24·0	.....	16·2	.....	5·8	31·7	.....	20·2	48·0	31·0	.....
27—Regina	23·4	17·2	16·5	13·2	7·6	30·9	26·1 k	21·8 k	45·6	28·4	t 74·4
28—Saskatoon	23·3	.....	14·9	13·6	7·7	37·1	27·6	21·4	45·0	34·7	t 70·7
Alberta—							k				t
29—Calgary	23·4	16·6	15·1	13·5	6·5	31·1	27·0 k	20·8	45·6	29·2	69·7 t
30—Drumheller	24·7	15·1	17·4	13·3	7·3	35·0	25·0 k	23·7	44·4	29·4	73·2 t
31—Edmonton	23·1	16·3	.....	13·7	7·1	30·3	26·2	20·9	46·5	27·0	70·2
British Columbia—											t
32—Prince Rupert	24·4	18·1	16·9	15·4	6·9	46·3	28·0 k	21·8	47·4	27·5	69·9 t
33—Trail	24·8	.....	18·5	15·8	7·3	34·7	28·6 k	22·7	46·5	30·4 p	71·0 t
34—Vancouver	20·5	17·0	14·4	13·9	5·3	36·2	26·0	19·9	37·8	19·8 p	63·3 t
35—Victoria	20·7	17·6	16·5	15·2	6·6	37·1	25·1	18·9	41·1	23·1	68·6

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ¼ lb. package	Coal	
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—									
1—St. Johns	s 46·4	49·0	37·4	12·0	.....	v 111·6	w 59·4	.....	22.85
P.E.I.—									
2—Charlottetown	29·0	40·1	36·1	12·2	11·7	v 112·5	50·2	.....	15.50
Nova Scotia—									
3—Halifax	29·0	40·1	33·4	11·6	12·6	107·7	50·2	.....	17.00
4—Sydney	29·3	45·5	34·1	12·4	12·9	110·1	50·3	.....	12.10
New Brunswick—									
5—Moncton	29·6	39·4	33·5	12·5	.....	108·3	50·1	.....	16.47
6—Saint John	28·7	41·2	33·7	11·7	12·0	106·9	50·5	.....	17.75
Quebec—									
7—Chicoutimi	31·5	49·7	36·8	12·3	11·7	v 112·8	58·0	26.00	.....
8—Montreal	28·7	40·8	29·9	11·4	11·9	108·3	54·9	26.25	.....
9—Quebec	28·5	43·9	32·7	12·0	11·9	109·0	56·3	25.00	.....
10—Sherbrooke	29·4	40·4	31·8	11·6	12·0	110·1	56·3	25.50	.....
11—Sorel	26·9	39·1	31·2	11·2	11·1	104·3	53·7	23.75	.....
12—Three Rivers	28·1	41·7	30·6	11·6	11·7	107·5	56·1	24.50	.....
Ontario—									
13—Cornwall	.....	38·2	30·7	11·9	11·9	108·9	54·6	26.25	.....
14—Fort William	.....	38·5	32·4	12·8	13·1	101·0	52·4	26.00	.....
15—Hamilton	.....	34·1	29·6	11·7	12·5	101·3	54·8	24.00	.....
16—London	26·6	38·2	30·5	11·9	12·3	101·2	54·5	25.00	.....
17—North Bay	29·3	39·5	33·3	12·6	13·3	v 114·6	54·5	27.00	.....
18—Ottawa	m 29·1	41·1	30·5	11·8	12·0	103·0	54·3	25.50	.....
19—Sault Ste. Marie	.....	37·8	31·3	12·2	11·6	100·8	54·8	24.00	.....
20—Sudbury	28·3	37·9	33·0	12·2	12·5	99·5	* 54·4	25.50	.....
21—Timmins	29·0	40·9	32·5	12·6	13·0	101·7	54·1	29.00	.....
22—Toronto	27·4	37·6	29·0	11·3	12·1	99·3	53·7	22.95	.....
23—Windsor	26·0	34·3	29·9	11·5	12·1	99·9	53·0	24.50	.....
Manitoba—									
24—Brandon	32·0	43·6	35·1	13·9	14·7	104·6	52·7	.....	17.00
25—Winnipeg	27·4	41·8	32·2	14·0	15·1	94·9	50·2	.....	18.45
Saskatchewan—									
26—Moose Jaw	.....	42·7	35·0	13·1	13·8	96·0	51·0	.....	15.50
27—Regina	30·5	42·0	35·0	13·4	14·3	102·1	51·5	.....	16.50
28—Saskatoon	30·1	47·9	34·6	13·7	15·0	98·5	49·9	.....	15.65
Alberta—									
29—Calgary	28·3	39·6	34·4	12·9	13·9	97·3	50·8	.....	12.50
30—Drumheller	28·7	44·6	36·6	13·2	15·0	99·4	53·0	.....	.....
31—Edmonton	29·9	41·0	34·2	12·9	14·3	102·9	50·9	.....	8.20
British Columbia—									
32—Prince Rupert	32·0	41·1	34·7	12·9	14·2	101·2	53·4	.....	18.75
33—Trail	30·5	40·8	34·3	12·8	13·9	97·9	52·2	.....	16.75
34—Vancouver	26·3	35·4	30·6	11·0	12·5	93·7	51·6	.....	17.55
35—Victoria	30·3	38·0	31·2	11·8	13·1	97·1	51·7	.....	18.65

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk, 16·5c per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) Mixed—choice and fancy. (n) Mixed—California and Australian. (p) 369's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. (x) Estimated. (z) 20 oz. tins. * Revised price.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Price Retail Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 (n)	June—Aug. 1939	1938	1936-39 =1000	1st Quarter 1949=1000
	(a)	(b)		(b)	(1)				(c)			(d)	(e)
1913	79·1	70·7											
1914	79·1	71·8		(g) 100					100		81·4		
1915	80·7	72·5		(i) 123							85·5		
1916	87·0	77·9		(i) 146							90·8		
1917	102·4	91·6		(i) 176							99·6		
1918	115·6	107·5		(i) 203					204		106·4		
1919	126·5	123·8		(i) 215					222		117·7		
1920	145·4	143·0		(i) 249					224		145·8		
1921	129·9	127·7		(i) 226					200		132·0		
1922	120·4	119·7		(i) 183					164		110·1		
1926	121·8	126·4		(i) 172	185				162	125	106·3	(f)	
1929	121·7	122·5		(i) 164	176				161	118	106·6	1150	
1933	94·4	92·4		(i) 140	151			(k)	131	99	93·2		
1939	101·5	99·4	100·0	(i) 158	178	108		107·5	138	(m) 103	99·9	1029	748
1940	105·6	100·2	100·7	(i) 184	205	129		122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(i) 199	226	150		141·7	174	138	108·2	1111	810
1944	118·9	125·5	199·1	(i) 201	295	285		158·2	207	279	128·8	1270	872
1945	119·5	128·4	213·5	(i) 203	295	393		157·5	209	293	132·2	1270	884
1946	123·6	139·3	266·7	(i) 203	291	645		160·3	208	287	134·1	1278	891
1947	135·5	159·2	300·3	(i) 203		1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	171·2	318·9	(j) 108	99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	169·1	336·0	111		1818	4915	175·9	222		153·2	1596	1009
1949—December	161·5	167·5	348·3	113		1920	4753	175·3	220	282	154·2	1653	1018
1950—January	161·0	166·9	347·0	113		1910	4735	175·8	(n) 158·9	282	154·8		
February	161·6	166·5	345·5	113	100	1920	4747	176·2	158·3	284	155·5		
March	163·7	167·0	347·0	113		1906	4682	176·0	158·1	287	156·4	1682	1020
April	164·0	167·3	350·5	114		1922	4752	176·2	157·5	288	157·2		
May	164·0	168·6	354·2	114	102	1906	4760	176·4	158·2	290	159·2		
June	165·4	170·2	354·6	114		1845	4823	176·7	158·4	290	161·0	1730	1052
July	167·5	172·5	355·6	114		1825	4824	177·1	158·4	292	159·8		
August	168·5	173·0	359·5	113	100	1925	4909	177·3	159·4	295	158·7		
September	169·8	173·8	362·1	114		2007	5007	178·0	160·0	297	159·0	1773	1087
October	170·7	174·8		115		2043	4946		160·8	304			
November	170·7	175·6		116		2055			160·9	307			
December	171·1	178·4											
1951—January	172·5												

(a) First week of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* New index, base 1st quarter of 1949=1000. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* June. *(i)* Years 1914–47 on base July, 1914=100. 1947 average is for first half of year. *(j)* New series on June, 1947 base. *(k)* Revised index. *(l)* Annual averages 1926–46 are on base July, 1914=100. *(m)* Average June–December. *(n)* New series, August 1939=100, beginning January, 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1926=100)

SOURCE: Dominion Bureau of Statistics.

——	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	1949	Dec. 1949	Oct. 1950	Nov. 1950	Dec. 1950
All Commodities	**64·0**	**127·4**	**155·9**	**97·3**	**95·6**	**67·1**	**75·4**	**90·0**	**103·6**	**129·1**	**153·4**	**157·0**	**156·9**	**172·6**	**174·0**	**175·7**
Classified According to Chief Component Material—																
I. Vegetable Products	58·1	127·9	167·0	86·2	91·6	59·3	63·7	77·0	97·0	115·1	135·4	141·1	142·7	148·7	149·1	149·9
II. Animals and Their Products	70·9	127·1	145·1	96·0	109·0	59·4	74·6	92·1	107·9	131·8	168·7	167·2	163·0	181·7	184·0	186·3
III. Fibres, Textiles and Textile Products	58·2	157·1	176·5	101·7	91·3	69·7	70·0	91·0	91·8	128·8	157·0	161·0	159·7	194·6	197·7	199·8
IV. Wood, Wood Products and Paper	63·9	89·1	154·4	106·3	93·9	62·8	79·2	96·0	120·0	162·4	186·5	187·5	188·6	210·2	213·4	215·3
V. Iron and Its Products	68·9	156·9	168·4	104·6	93·7	85·4	98·5	111·3	117·1	137·9	159·2	172·1	173·5	189·2	189·6	191·1
VI. Non-Ferrous Metals and Their Products	98·4	141·9	135·7	97·3	99·2	64·3	71·3	77·7	79·8	124·4	149·6	144·0	139·8	173·0	176·4	179·7
VII. Non-Metallic Minerals and Their Products	56·8	82·3	112·2	107·0	92·9	84·4	85·3	95·2	102·0	114·5	133·5	136·5	139·2	143·2	141·7	143·6
VIII. Chemicals and Allied Products	63·4	118·7	141·5	105·4	95·4	81·3	79·8	98·9	99·4	107·9	120·1	123·6	119·4	129·9	130·8	132·4
Classified According to Purpose—																
I. Consumers' Goods	62·0	102·7	136·1	96·9	94·7	71·1	75·9	91·1	98·1	117·3	140·8	143·9	143·1	158·8	159·4	160·4
Foods, Beverages and Tobacco	61·8	119·0	150·8	90·2	100·0	63·8	73·9	89·5	103·4	122·4	152·3	154·4	151·9	164·0	165·2	166·5
Other Consumers' Goods	62·2	91·9	126·3	101·4	91·1	76·0	77·2	92·2	94·6	113·9	133·2	136·9	137·2	155·4	155·5	156·4
II. Producers' Goods	67·7	133·3	164·8	98·8	96·1	63·1	70·4	83·6	100·7	129·3	153·9	159·0	159·9	175·1	176·4	178·7
Producers' Equipment	55·1	81·9	108·6	104·1	94·6	86·0	95·4	105·7	119·1	133·1	155·7	161·0	164·0	167·3	167·1	169·4
Producers' Materials	69·1	139·0	171·0	98·2	96·3	60·5	67·6	81·1	98·7	128·9	153·7	158·7	159·4	176·0	177·4	179·7
Building and Construction	67·0	100·7	144·0	108·7	99·0	78·3	89·7	107·3	127·3	166·4	195·7	201·5	200·1	234·1	232·9	235·2
Manufacturers'	69·5	148·1	177·3	95·8	95·9	57·5	63·9	76·6	93·8	122·5	146·6	151·5	152·5	166·1	168·0	170·3
Classified According to Degree of Manufacture—																
I. All Raw (or partly manufactured)	63·8	120·8	154·1	94·7	97·5	56·6	67·5	81·8	105·6	130·7	156·2	160·6	160·3	174·0	175·8	177·8
II. All Manufactured (fully or chiefly)	64·8	127·7	156·5	100·4	93·0	70·2	75·3	88·8	94·0	117·4	140·3	142·3	142·5	156·3	157·9	158·6
Canadian Farm Products—																
Field	56·4	132·0	166·5	81·4	93·8	45·8	54·2	59·0	110·1	126·4	133·0	127·5	128·2	103·6	103·5	104·2
Animal	77·0	133·6	150·8	99·0	112·5	59·7	81·2	95·9	123·0	143·9	177·6	182·7	180·7	204·5	207·7	211·3
TOTAL	64·1	132·6	160·6	88·0	100·8	51·0	64·3	72·8	114·9	132·9	149·7	148·1	147·8	141·3	142·5	144·3

The Indexes for 1950 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1951, JANUARY AND DECEMBER, 1950†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
January, 1951*	17‡	17	6,253‡	6,253	16,763	0·02
December, 1950*	6	13	1,138	2,562	8,438	0·01
January, 1950*	9‡	9	2,456‡	2,456	39,488	0·05

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1951(1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to January, 1951				
MINING—				
Coal miners, Lethbridge, Alta.	2	364	7,200	Commenced December 21, 1950; protest by contract miners against pushing cars to coal face; terminated January 29; negotiations; in favour of workers.
MANUFACTURING—				
Textiles, Clothing, etc.—				
Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	40	400	Commenced May 11, 1950; for a new agreement providing for increased wages, following reference to court of referees; unterminated.
Strikes and Lockouts Commencing During January, 1951				
MANUFACTURING—				
Vegetable Foods, etc.—				
Flour mill and bag factory workers, Port Colborne, Ont.	2	450	700	Commenced January 19: for a new agreement providing for increased wages, 44-hour week, cost-of-living escalator clause, and union shop; terminated January 20; return of workers pending further negotiations; indefinite.
Rubber and Its Products—				
Tire builders, Kitchener, Ont.	1	(3) 289	289	Commenced January 19; dispute over one-day lay-off of eight tire builders while equipment repairs made; terminated January 19; return of workers; in favour of employer.
Boots and Shoes (Leather)—				
Shoe factory workers, Quebec, P.Q.	1	(4) 76	152	Commenced January 16; for increased wages, piece rates; terminated January 17; negotiations; in favour of workers.
Shoe factory workers, Quebec, P.Q.	1	78	39	Commenced January 31; for increased wages, piece rates; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1951[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During January 1951—*Concluded*				
Metal Products—				
Brass and copper factory workers, New Toronto, Ont.	1	975	5,850	Commenced January 19; for a new agreement providing for increased wages, 40-hour week with the same take-home pay as for 44-48 hours, Rand formula for union dues, and payment for all statutory holidays; terminated January 25; conciliation, provincial; compromise.
Can and canning equipment factory workers, Toronto and New Toronto, Ont.	3	558	1,100	Commenced January 24; for inclusion of workers in Canadian plants in master agreement in effect in United States plants; terminated January 25; negotiations; compromise, master agreement covering Canadian plants only.
Farm implement factory workers, Toronto, Ont.	1	3,000	375	Commenced January 31; protest against terms of new tentative agreement, following provincial conciliation; terminated January 31; return of workers; in favour of employer.
Miscellaneous—				
Furniture and clothing factory workers, Victoria, B.C.	2	51	200	Commenced January 26; for implementation of unaminous award of conciliation board for increased wages in union agreement under negotiations; unterminated.
CONSTRUCTION—				
Buildings and Structures—				
Plumbers, Belleville, Ont.	6	40	40	Commenced January 18; for a new agreement providing for increased wages; terminated January 18; negotiations; in favour of workers.
Steel erectors, Toronto, Ont.	1	8	32	Commenced January 24; inter-union dispute—protest against working with carpenters of another affiliation; terminated January 29; return of workers; indefinite.
Carpenters, Fort William and Port Arthur, Ont.	5	40	120	Commenced January 29; jurisdictional dispute as to whether metal sheeting should be applied by carpenters or sheet metal workers; unterminated.
Miscellaneous—				
Subway construction rodmen, Toronto, Ont.	1	17	25	Commenced January 4; jurisdictional dispute re rodmen; terminated January 5; conciliation, provincial; in favour of workers.
TRADE—				
Milk salesmen, Timmins, Ont.	1	11	11	Commenced January 13; protest against discharge of a union worker; terminated January 13; negotiations; in favour of workers.
Wholesale auto parts distribution workers, Chatham, Ont.	2	240	180	Commenced January 16; protesting two-day suspension of a female worker for cause; terminated January 16; return of workers; in favour of employers.
SERVICE—				
Business and Personal—				
Hotel employees, Windsor, Ont.	1	16	50	Commenced January 6; for a closed shop clause in new agreement under negotiations; terminated January 10; negotiations; in favour of workers.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

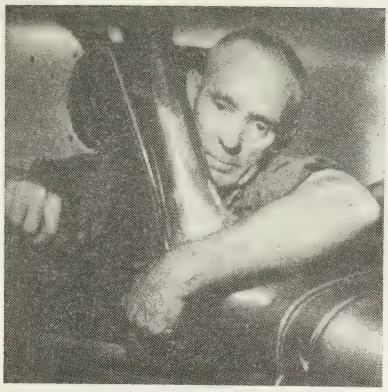
[3] 982 indirectly affected; [4] 64 indirectly affected.

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1950, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.)	....	....	....	2	5	1	....	1	....	....	1	....	10
Working Machines	....	1	....	....	2	1	....	....	....	....	....	....	4
Hoisting Apparatus (elevators, conveyors, etc.)	....	....	....	....	....	....	....	....	....	....	....	....	....
Dangerous substances (steam, electricity, flames, explosives, etc.)	....	....	2	3	11	7	4	1	8	....	6	....	42
Falling against or being struck by objects	....	2	....	1	3	1	....	1	....	....	....	....	8
Falling objects	1	21	....	6	5	3	....	3	1	....	2	....	42
Handling of objects	..	4	..	..	1	..	1	....	....	....	....	....	6
Tools	....	....	....	....	....	....	....	....	....	....	....	....	....
Moving trains, vehicles, watercraft, etc.	5	7	2	11	5	8	....	43	3	....	9	....	93
Animals	1	....	....	1	....	....	....	....	....	....	....	....	2
Falls of persons	....	....	4	3	9	9	....	8	1	....	5	....	39
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	6	7	9	21	10	5	3	4	....	....	3	....	68
Total, Fourth Quarter—1950	13	42	17	48	51	35	8	61	13	....	26	....	314
Total, Fourth Quarter—1949	28	48	11	55	73	35	9	81	10	....	50	1	401

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1950

Industry	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	2	1	1	7	.....	.....	2	.....	.....	13
Logging	.....	.....	.....	.....	7	9	.....	.....	3	23	.....	42
Fishing and Trapping	.....	.....	1	.....	.....	2	2	.....	.....	9	3	17
Mining, Non-Ferrous Smelting and Quarrying	.....	.....	4	.....	11	7	.....	1	15	10	.....	48
Manufacturing	.....	.....	3	4	7	31	1	.....	3	2	.....	51
Construction	.....	.....	2	1	9	14	.....	1	4	4	.....	35
Electricity, Gas, and Water Production and Supply	.....	.....	.....	.....	.....	4	2	1	1	.....	.....	8
Transportation and Public Utilities	1	.....	3	3	18	11	1	2	8	14	.....	61
Trade	.....	.....	5	1	.....	5	.....	.....	1	1	.....	13
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	1	.....	1	.....	4	6	.....	2	4	8	.....	26
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	2	.....	21	10	57	96	6	7	41	71	3	314



CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at April 10, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

BY THE beginning of April, it was clear that the peak of the seasonal unemployment for Canada as a whole had been passed. A moderate increase in employment in the industrial areas as manufacturing and construction firms began their spring hiring, more than offset lay-offs of loggers in the rural districts.

The number of applications for employment on file at National Employment Service offices reached a peak of 303,700 on February 8. A drop of 7,000 had occurred by the end of February, with a further decline of 6,400 during March to a total of 290,300 at the end of the month. At the end of March, 1950, job applications at local employment offices totalled 428,300.

There was considerable variation in the employment situation between the different regions. In the Maritime Provinces and Quebec, unemployment was still increasing during March, as many thousands of woodsworkers were released at the end of the cutting season. In Ontario, unemployment declined as construction and manufacturing became more active. There was little change in the employment during the month in the Prairie Provinces, but in British Columbia logging was disrupted considerably by mid-month storms. Some areas in parts of the Maritime provinces, Quebec and British Columbia had substantial labour surpluses, while in some of the industrial centres of Ontario and Quebec, shortages of particular types of skilled labour continue.

Engineers, draughtsmen, as well as machinists, toolmakers and diesetters are still the skills in short supply. Records of the National Employment Service indicate that for these trades there are fewer applicants than vacancies. For the other metal working trades, vacancies reported have been on the increase since the beginning of February, while the number of applications registering has been declining. Job openings for farm workers and for unskilled labour, have also been on the increase.

The changes in the demand and supply of different classes of workers during March reflect in part the slow beginning of the annual spring increase in employment, which will gain momentum in April and May, with the large scale hiring in construction, agriculture and transportation. These seasonal industries will provide most of the jobs for the unskilled and semi-skilled workers who have made up the bulk of the unemployed this winter.

As well, many of those now working in logging will move into agriculture in the next month or so, although in many sections the cutting season has been extended because of the heavy demand for pulp.

The current employment situation also reflects not only defence spending, but also the current program of capital investment in new plant and equipment. Throughout 1951, both of these factors will make increasing demands on available supplies of labour. Defence expenditures in 1951 are expected to be more than twice those of last year. In 1951, projected capital investment by private industry and government, excluding military equipment, is estimated at $4·3 billions, an increase of 14 per cent in value and 6 per cent in volume over that accomplished in 1950. Of the total investment program, about $2·7 billion is intended for construction purposes, such as the erection of new plants and houses, power plants, oil pipe lines, roads, docks and airstrips. The remaining $1·6 billion, for new equipment and machinery, reflects the increase in plant expansion in manufacturing.

If all these investment plans are realized this year, the investment program would be the largest in Canadian history, and would mean that Canada will devote about 22 per cent of her gross national production in 1951 to an increase in capital equipment. The difficulty is that the capital investment program competes at many points with the projected defence program for both essential materials and skilled labour. The shipbuilding industry, for example, will require some of the same tradesmen needed in construction. Production of machinery for plant extensions and improvements demands the services of many of the same skilled men needed in defence plants. Although the total labour supply is expected to increase somewhat through natural increase and immigration, there will still be problems of conserving both labour and materials for defence production proper and for the more essential capital investment.

It is possible to distinguish between different types of capital investment, from the point of view of their contribution to preparedness. Development of natural resources, such as oil, iron ore, and base metals, will increase our ability to meet our defence commitments, while maintaining high levels of exports and non-defence production.

The recent credit restrictions and the priority system for basic materials will probably have the effect of diverting some available supplies of labour and materials to defence projects and capital investment which can contribute most to preparedness. To these measures have now been added new taxation devices. One of the more significant provisions in the recent budget was the withholding for four years of depreciation write-off for tax purposes on all new capital assets considered non-essential. In addition, the period in which taxation concessions can be obtained for oil developments and certain types of mines has been extended.

IN BRIEF . . .

The cost-of-living index rose from 175·2 to 179·7 between February 1 and March 1, 1951. All group indexes moved higher in February, although two-thirds of the total increase was due to higher food prices: the index for foods rose from 224·4 to 233·9 . . . . Wholesale prices of general and residential building materials moved to higher levels during February with the index of general building materials at 287·4 compared with 279·7 in January. The composite wholesale index of residential building materials was at 274·9 compared to the January index of 269·6 . . . . The estimated total of salaries and wages and supplementary labour income reached an all-time peak of $8,114,000,000 in 1950, exceeding by 6·3 per cent of the

(Continued on page 453)

CURRENT LABOUR STATISTICS

(Latest available statistics as of April 10, 1951)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a)	Nov. 4	5,201,000	—	0·0
Persons with jobs	Nov. 4	5,084,000	—	+ 0·6
Persons without jobs and seeking work (a)	Nov. 4	117,000	—	−20·4
Registered for work, N.E.S.				
Atlantic Region	Mar. 29	46,622	+ 3·1	−37·2
Quebec Region	Mar. 29	95,587	+ 3·3	−36·5
Ontario Region	Mar. 29	56,669	−10·6	−40·8
Prairie Region	Mar. 29	49,593	− 2·3	−13·5
Pacific Region	Mar. 29	41,805	− 6·8	−17·1
Total, all regions	Mar. 29	290,276	− 2·2	−32·2
Ordinary claims for Unemployment Insurance Benefit (b)	Mar. 1	243,797	− 1·6	−14·8
Amount of Benefit Payments (c)	February	$10,683,126	+ 8·7	−21·5
Index of Employment (1939=100)	Feb. 1	172·4	− 1·7	+ 8·9
Immigration	January	5,637	−20·2	+51·9
Industrial Relations—				
Strikes and lockouts—days lost	March	15,135	—	−42·6(d)
No. of workers involved	March	4,754	—	+49·5 (d)
No. of strikes	March	27	—	+55·9 (d)
Earnings and Income—				
Average weekly wages and salaries	Feb. 1	$47.76	+ 5·5	+ 8·9
Average hourly earnings (mfg.)	Feb. 1	$ 1.10	+ 1·2	+ 9·2
Average hours worked per week (mfg.)	Feb. 1	42·9	− 0·2	+ 1·4
Average weekly earnings (mfg.)	Feb. 1	$47.28	+ 1·0	+10·8
Cost-of-living index (Av. 1935–39=100)	Mar. 1	179·7	+ 2·6	+ 9·8
Real weekly earnings (mfg. av. 1946=100)	Feb. 1	110·4	− 0·6	+ 2·2
Total labour income	December	$703,000,000	− 4·1	+ 9·5
Industrial Production—				
Total (av. 1935–39=100)	January	208·6	− 0·3	+14·2
Manufacturing	January	217·8	− 0·8	+14·3
Non-durables	January	187·4	− 3·5	+ 7·1
Durables	January	269·8	+ 2·5	+24·3
Trade—				
Retail trade	January	$674,900,000	−28·3	+21·6
Exports	February	$233,900,000	−18·0	+17·2
Imports	February	$274,300,000	−16·2	+37·0

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) Includes ordinary live claimants plus claimants for supplementary benefit.

(c) Includes $1,093,565 in supplementary benefit.

(d) This percentage compares the cumulative total to date from first of current year with total from same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

CCL seeks funds to aid labour in Asia

On February 20, the Canadian Congress of Labour announced the launching of a campaign to provide funds for leadership training in trade unions of South-East Asia. CCL Secretary-Treasurer Pat Conroy stated that the action was being taken to make effective a policy declaration passed at the 10th annual convention of the Canadian Congress of Labour last September. In that statement the CCL dealt with the threat of Communism to the free peoples and said action, and not merely words, was needed to meet that threat (L.G., Nov., 1950, p. 1814).

The Canadian unions of the United Steelworkers of America, which are affiliated with the CCL, have already launched a drive for $25,000 to be used for trade union educational purposes in South-East Asia. The United Steelworkers' fund will form part of the Canadian Congress of Labour donation which will be spent through the International Confederation of Free Trade Unions. Countries expected to benefit from the plan include India, Pakistan, Burma, Indo-China, and Malaya. The ICFTU has already appointed a director of education and established an office in Singapore (L.G., Feb., 1951, p. 150).

In a letter to CCL unions across Canada announcing the campaign, Mr. Conroy said:—

"It is widely recognized that one of the chief weapons of democracy is education, allied with the organization of the workers into labour unions. Our Congress is deeply interested in the work of the International Confederation of Free Trade Unions, with which it is affiliated. Recently, a committee of the ICFTU visited South-East Asia, and recommended to the ICFTU Executive Board at its meeting in November that a program of action involving the education of leaders and the organization of workers be given immediate attention as an important part of the economic development of these countries in that area.

"The Congress believes that, in providing substantial support to the ICFTU program in South-East Asia, the Congress will be making an investment in world peace, as well as bringing inestimable benefits to the workers and the people of the countries immediately concerned. . . .

"If locals were to invest a few hundred dollars in the ICFTU program of organization and training for leadership, they would be doing more to help their fellow workers to obtain decent wages and working conditions, promote democracy and undermine Communism, than could be done in any other way. . . ."

Legislation confers emergency powers on Government

Bill 24, an Act to confer certain Emergency Powers upon the Governor in Council, was introduced by the Prime Minister on February 20, and passed by the House of Commons March 6.

The preamble to the Act states that since an international emergency exists that threatens the security of Canada, it is necessary that the Governor in Council have emergency powers to carry out adequate defence preparations, to regulate the economy to meet the needs of defence, and to stabilize the economy to safeguard it from disruption resulting from defence efforts here or elsewhere. The preamble indicates two reasons why emergency powers were sought through this Act rather than through the War Measures Act. It was considered better not to invoke the War Measures Act so long as present efforts to avert war were continuing, and it was not desirable that the wide powers conferred by the War Measures Act to interfere with the fundamental liberties of the individual should now be brought into operation.

The Act confers upon the Governor in Council power to take such action and make such orders and regulations as he may deem necessary or advisable for the "security, defence, peace, order and welfare of Canada". Six classes of subjects over which the power shall extend are enumerated, but the general power conferred is not limited to matters coming within these heads. The six classes of subjects are control and suppression of maps, plans and photographs; control of communications; control of harbours and shipping; transportation; trading, exportation, importation, production and manufacture; and collection of fees or charges established for the purposes of a scheme of control. During the discussion in Parliament, Government spokesmen indicated that the

power conferred was considered wide enough to cover price and wage controls and national registration of manpower.

The powers conferred on the Governor in Council do not include the power to make orders or regulations in relation to detention, exclusion or deportation, or censorship, or the expenditure of money not specifically provided by Parliament, except from a fund established by order or regulation for the purpose of a scheme of control.

Orders made by the Governor in Council under the Act must be laid before Parliament within five days of their making, and other regulations within fifteen days, or if Parliament is not in session, within a like period after the commencement of the next session. As introduced, the Bill required the tabling of Orders in Council in accordance with the Regulation Act. It was amended in committee to reduce the period for tabling as above, and to require tabling of all regulations whether made by the Governor in Council or another regulation making authority under the Act.

Parliament has the authority, by resolution of the Senate and the House of Commons, to annul any order or regulation under the Act within forty days after it is tabled. This latter section was changed in committee so that it applies to all regulations rather than to Orders in Council only, as was provided in the Bill as introduced.

The Governor in Council may prescribe penalties by way of fine or imprisonment for a term not exceeding five years, for violation of orders or regulations made under the Act.

The Act will expire on May 31, 1952, but it may be continued in force for a further period not exceeding one year, on a joint address of the House of Commons and the Senate to the Governor General.

The Act in no way prevents the War Measures Act from being invoked, and if this should be done, the Emergency Powers Act would be automatically repealed, but any orders or regulations would remain in effect under authority of the War Measures Act.

Fair employment practices and equal pay bills in Ontario

Two important anti-discrimination Bills, one, to bar discrimination in employment because of race, creed, colour or place of origin, and a second, to ensure equal pay for men and women doing the same work in the same establishment, were introduced at the 1951 session of the Ontario Legislature. These measures are the first of their kind in Canada but are similar in principle to laws in force in several states of the U.S.A. The Fair Employment Practices Bill was the second brought in by the Government during the session. The chief change from the earlier Bill, which was withdrawn, was with regard to administration.

The Fair Employment Practices Bill, citing in its preamble the Universal Declaration of Human Rights of the United Nations, prohibits employers from refusing to employ, from firing or from discriminating against any person because of race, creed, colour, nationality, ancestry or place of origin. Trade unions are forbidden to exclude from membership, expel, suspend or discriminate against any member or person for any of these reasons. The Bill also bans expressions of discrimination in employment applications and advertisements. Employers of fewer than five persons are excluded, as well as domestic servants and religious, philanthropic, educational, fraternal and social organizations not operated for private profit.

The Female Employees Fair Remuneration Bill, which will go into effect on January 1, 1952, forbids an employer to discriminate between male and female employees by paying a lower rate to a woman than to a man employed by him for the same work in the same establishment. A difference in the rate of pay between men and women employees based on any factor other than sex is not to be considered a breach of the Act.

Opposition members criticized the terms of the Bill and particularly the provision that pay would have to be equal only when men and women were doing "the same work". A CCF motion, which was defeated by a vote of 43 to 28, declared that legislation on equal pay for equal work should apply to work of "comparative character or on comparable operations or where comparable skills are involved, should protect workers who lodge complaints and should contain adequate enforcement procedures" and asked that the subject be referred to the Select Standing Committee on Labour to draw up a Bill which would meet these standards.

Both measures will be administered by a Fair Employment Practices Branch of the Department of Labour, headed by a Director. The Minister of Labour has announced that Mr. Louis Fine, Chief Conciliation Officer for the Department, will head the new Branch. The original Fair Employment Practices Bill was to have been administered by the Labour Relations Board.

The machinery proposed for dealing with charges of discrimination is the same under both Acts. To enquire into a written complaint of discrimination under either Act, the Minister of Labour, on the request of the Director, will appoint a Conciliation Officer. If he fails to settle the matter, the Minister may then appoint a Commission of one or more persons with the powers of a Conciliation Board under the Labour Relations Act. After hearing the parties, the Commission will recommend to the Director the course which should be taken, which may, in the case of a breach of the Fair Employment Practices Act, include reinstatement with or without compensation for loss of earnings. The Minister, on the recommendation of the Director, will then issue whatever Order he deems necessary and authorize a prosecution if he sees fit.

A maximum fine of $100 is provided for failure to comply with any provision of the equal pay Act or any order made under it. In the case of the Fair Employment Practices Act fines up to $50 for an individual and $100 for a corporation, trade union, employers' organization or employment agency may be imposed.

Commission proposes no change in railway wage policy

The Report of the Royal Commission on Transportation, appointed in December, 1948, under the chairmanship of Hon. W. F. A. Turgeon, was tabled in the House of Commons on March 15 by the Prime Minister, Rt. Hon. L. S. St. Laurent.

The Report (which is available from the King's Printer at a cost of one dollar) included the following among other recommendations: a broad program of freight rate equalization between all regions of Canada; establishment of a single central board to deal with all forms of transportation under federal jurisdiction and to replace the three separate boards now functioning; Canadian National Railways to pay interst on debt owed the Federal Government only when earned, with provision made for the CNR to accumulate a surplus fund for current needs; national transportation policy to continue to ensure the efficient and economic operation of the Canadian Pacific Railway under private enterprise.

Dealing with railway wage policy, the Commission turned down suggestions that the Board of Transport Commissioners be given any responsibility for the fixing of the level of railway wages, holding that the Board's duty is to fix just and reasonable rates. It recommended that no special legislation should be passed for the handling of railway wage disputes and the prevention of strikes or lockouts. "Such legislation," the Commission said, would be "highly provocative and in practice ineffective." The Report pointed out that the strike which took place in 1950 was the only general railway strike in Canada's history and expressed the hope that it would be the last.

In tabling the Report, the Prime Minister intimated that the Government would introduce legislation at the current session of Parliament based on its recommendations.

Further curbs on instalment plan buying

The Hon. Douglas Abbott, Minister of Finance, tabled in the House of Commons on March 14 an amendment to the Consumer Credit Regulations of last October. He said that the purpose of the move was to restrain inflationary credit expansion.

The new Regulations increase the down payment for most instalment plan purchases from 20 per cent to 33⅓ per cent of the cash price. The maximum period of credit is reduced from 18 to 12 months. The minimum down payment is raised from $5 to $10, and the minimum size of instalments is increased.

In the case of automobiles, the minimum down payment, which was formerly one-third of the cash price, is now one-half.

The restrictions will not apply to the sale of books.

"In their net effect," Mr. Abbott said, "the new Regulations will be much stiffer than those now in effect, but except in the case of motor cars they will be no stiffer, and in some cases not quite so stiff as those in effect during the war."

Position of employee organizations in public service

On February 21, the Prime Minister, Rt. Hon. L. S. St. Laurent, replied in the House of Commons to questions from Mr. Stanley Knowles (Winnipeg North Centre) regarding the organization of employees in the public service.

Mr. Knowles asked first: "Does the Federal Government recognize any organizations of its employees as bargaining agents in the terms or spirit of the Industrial Relations and Disputes Investigation Act?"

To this Mr. St. Laurent replied: "The answer to the question as drafted is no.

"The Civil Service of Canada is carried on under laws enacted by Parliament and is supervised by a commission set up by Parliament and which reports to Parlia-

ment. The commission and the Government can and do receive representations from organizations of employees, but there is no process of collective bargaining in the sense in which that term is used in industry.

"From the very nature of employment in the public service, there can be no bargaining agent for the nation comparable with the employer in industry who has at his disposal funds derived from payments for goods or services. The funds from which salaries are paid in the public service have to be voted by Parliament and Parliament alone can discharge that responsibility."

The second part of Mr. Knowles' question was as follows: "What steps are being taken by the Government to provide its employees with the same facilities for negotiation with respect to working conditions as are provided for the employees of private corporations under the terms of the Industrial Relations and Disputes Investigation Act?"

The Prime Minister stated, in reply to this question: "The answer is that no steps are being taken because it is considered that the appropriate machinery for these purposes was set up by P.C. 3676 of May 16, 1944 which established the National Joint Council of the Public Service of Canada and the subsequent Treasury Board minute of March 8, 1945, approving the constitution of the Council."

Finally Mr. Knowles asked whether any labour-management committees were operating in Government departments; and if so, how many, and in what departments or sections or branches.

Mr. St. Laurent replied to this by saying: "There is nothing which could properly be called a labour-management committee, but there is a Departmental Joint Council of the Public Service in the Department of Resources and Development and there are numerous staff associations in other departments who are concerned with and make representations on working conditions and welfare questions."

Bill to provide for check-off defeated

A bill to amend the Industrial Relations and Disputes Investigation Act by inserting a provision regarding the check-off of union dues was defeated in the House of Commons on February 28, by a vote of 127 to 67.

The bill was introduced by Mr. Stanley Knowles, Member for Winnipeg North Centre. Similar to bills introduced by Mr. Knowles at previous sessions of Parliament, it sought to require employers to institute a voluntary revocable check-off of union dues upon request of a union certified under the Act.

Master agreements cover both Canadian and U.S. workers

Press reports in the month of January described three cases of negotiation of master collective agreements covering employees of the same firm in both Canada and the United States. Early in January, the United Automobile Workers (CIO) and the Electric Auto-Lite Company negotiated an agreement covering an estimated 17,000 UAW members employed in both Canadian and American plants of the Company. According to the *Financial Post* the contract was agreed on at a negotiation conference attended by American and Canadian company and union representatives. It is said to provide for hourly increases for Canadian employees of 7·3 cents an hour more than for the American workers. Six cents of this is in lieu of a pension plan set up for U.S. workers. The other 1·3 cents is to bring Canadian wage rates into closer conformity with those in the U.S. plants.

The Canadian edition of *Steel Labour*, published by the United Steelworkers of America (CIO), reports the signing of a master agreement with American Can, applying to employees in Vancouver, B.C. as well as to employees in U.S. plants of the company. The agreement provides for wage increases, union shop, and the inclusion of Canadian workers in the company's non-contributory pension and health and life insurance plan.

Another master agreement of this type was negotiated in January by the Continental Can Company and the United Steelworkers. The contract is reported to provide average wage increases of 16 cents an hour to approximately 12,500 workers in 25 plants in the United States and Canada. The company has announced that in future all contracts will cover both American and Canadian employees.

American-Canadian labour union relations

"The Labour Union Link Between Canada and the United States" is the title of an article by Paul Norgren in the *Industrial and Labour Relations Review* of October, 1950. The magazine is issued quarterly by the New York State School of Industrial and Labour Relations, Cornell University.

Mr. Norgren is a research economist with Industrial Relations Counsellors, Inc.

Formerly on the faculty of Stanford University, he is the author of *The Swedish Collective Bargaining System.*

The article is a close analysis of the interplay of union activities and policies in the United States and Canada. Among other topics of common interest to organized labour in both countries, Mr. Norgren discusses the role of executive officers, relations between the federations, collective bargaining, anti-communist measures and living standards.

Labour in Montreal and Toronto discusses civil rights

During February, two-day meetings were held by labour groups, in Montreal and Toronto to discuss civil rights and racial tolerance. The Montreal meeting, according to press reports, was sponsored by the Trades and Labour Council (TLC) and the Montreal Labour Council (CCL).

The principal speakers were René Mankiewicz, Professor at McGill University, and Jacques Perrault, barrister and Professor at the University of Montreal, who discussed human rights.

The other speakers were Michel Rubinstein, Chairman of the Jewish Labour Committee, and Roméo Girard, Secretary of the Labour Committee on Racial Tolerance.

Mr. Rubinstein dealt with the attitude of minority groups and the treatment they have a right to expect from majorities. The speaker expressed the opinion that it is easy to judge the value of a democracy by its attitude towards its minority groups.

Mr. Girard urged that the taking on of workers be non-restrictive, that contracts for the purchase and sale of property be free of all racial and religious prejudice, and that all Canadian citizens be permitted to enjoy the same privileges throughout the country, irrespective of the province in which they live, or of their colour, religion, etc.

Number of married women disqualified from UI benefit

Information regarding the number of married women who were disqualified from receiving unemployment insurance benefit as a result of a recent amendment to the insurance regulations (L.G., Dec., 1950, p. 1988), was given in the House of Commons recently by Mr. Paul E. Coté, Parliamentary Assistant to the Minister of Labour, in response to a question from Mr. Stanley Knowles, Member for Winnipeg North Centre.

Mr. Coté said that from November 15, the effective date of the amendment, until the end of November, 7,109 married women were disqualified by the new benefit regulation 5A, while for December and January the numbers were 2,186 and 1,513 respectively, making a total of 10,808.

Mr. Coté continued: "The number of appeals from disqualification under benefit regulation 5A heard by courts of referees between November 15, 1950, and January 31, 1951, is as follows: November, 249; December, 374; January, 78; total, 701.

"The percentage of females who established benefit years during the period January 1 to November 30, 1950, who were married women was 44 per cent. From this it is estimated that the number of married women on ordinary active claims was as follows: on October 31, 1950, 16,416; on November 30, 1950, 17,767; on December 31, 1950, 17,030; on January 31, 1951, 18,807."

Adoption of Defence Production Act

Bill 77, an Act respecting the Department of Defence Production, was introduced by the Prime Minister on February 23, 1951, and was given third reading and passed by the House of Commons on March 9.

The Bill provides for establishing a department of defence production, confers powers on the minister with respect to procurement very similar to those formerly held by the Minister of Munitions and Supply, and gives the Governor in Council power to control essential materials in substantially the same terms as the Essential Materials (Defence) Act passed at the Special Session in September, 1950. The Act will extend over a five-year period, expiring on July 31, 1956. It will repeal the Essential Materials (Defence) Act.

Besides making the usual provision for departmental organization it provides that crown companies may be set up under the Act, and the Minister will be responsible for Canadian Arsenals Limited, Crown Assets Disposal Corporation, Defence Construction Limited, Polymer Corporation Limited, Eldorado Mining and Refining (1944) Limited, Northern Transportation Company (1947) Limited, and Canadian Commercial Corporation, which have been under the Minister of Trade and Commerce.

The Minister is given power to acquire, hold and dispose of defence supplies, or to manufacture them. The Act also covers construction and maintenance of defence projects. It provides for a defence produc-

tion revolving fund of one hundred million dollars to finance stockpiling, to make loans or advances in aid of defence procurement, and to make initial payments which will subsequently be repaid by the Department of National Defence.

Power to control essential materials is identical with the power given under the Essential Materials (Defence) Act. The Governor in Council may designate essential materials or services as necessary to meet defence requirements, and may make regulations in regard to such essential materials and services, and the Minister has wide powers of control over material and services so designated.

Rent control situation in Canada

With the expiration of the Wartime Leasehold Regulations on April 30, 1951, Federal rent controls will come to an end.

The Federal Government's intention not to continue rental control beyond this date was announced by the Minister of Finance in the House of Commons in March of last year (L.G., May, 1950, p. 608). "It is not usual," the Minister stated, "for a government to give notice so long in advance as to its intentions respecting future legislation, but the Government has decided to do so in this case in order that any province which may consider it desirable to assume some measure of rent control may have ample time to take such steps as may be deemed appropriate." At the same time, the Government renewed its previous offer to pay the cost of provincial rent control for a period of one year, beginning not later than April 1, 1950.

On March 8, 1951, the Prime Minister reasserted the Government's policy when questioned in the House of Commons. Mr. St. Laurent stated: "There has been no change in the policy of the government, announced several months ago, affecting nation-wide rent control, which will expire at the end of April. The information I have, obtained from the press rather than from official sources, is to the effect that most of the provincial governments are arranging to enter this field at that time."

The situation as it stands at the time of going to press is as follows:—

The Saskatchewan Provincial Government availed itself of the Federal Government's offer of financial assistance and enacted legislation setting up its own system of rent controls from April 1, 1950. Federal rent controls ceased to apply to the Province from that date.

In Alberta, "stand-by" legislation was passed, under the title of "The Rental Control Act," authorizing the Government to establish rent control regulations, to come into force on a date to be proclaimed.

The Quebec Provincial Legislature passed a Bill entitled, "An Act Respecting the Regulation of Rentals," which received the Royal Assent on March 7, 1951, authorizing the Government to assume certain controls on the expiration of Federal controls on April 30.

Legislation to give the Ontario Provincial Government power to control rents when Federal controls lapse was introduced in the Ontario Legislature on March 21. The bill provides for the adoption of controls as now federally enforced. It also grants the Provincial Government power to amend the legislation by Order in Council so that any injustices to landlords or tenants may be corrected.

Newfoundland, at the time of coming into the Confederation, had its own system of rent control, which it retained and was not, therefore, subject to Federal rental regulations.

Housing in Canada during 1950

The number of new dwelling units completed in Canada (excluding Newfoundland) last year was slightly lower than in 1949, while the number of starts was larger, according to preliminary estimates by the Dominion Bureau of Statistics in co-operation with the Central Mortgage and Housing Corporation. The carryover of dwellings in various stages of construction at the end of the year was consequently somewhat greater than a year earlier.

New units completed during the year totalled 87,299 in the nine provinces as compared to 87,533 in 1949, and starts numbered 90,441 as against 89,509. The number under construction at the year end was 58,850 compared to 58,169. Including Newfoundland, for which comparable 1949 figures are not available, completions for all Canada numbered 89,015, starts 92,531, and the carryover was 60,538 units.

While there was comparatively little change from 1949 in building activity for Canada as a whole, there were large regional differences. Except for a slightly larger number of starts in Alberta, substantial declines were recorded in the western provinces in both starts and completions. In Quebec and the Maritime Provinces increases were generally indicated, except that completions in Nova Scotia and starts in Prince Edward Island were down from 1949. Ontario showed a small decline in 1950 for both starts and completions. The number under construc-

tion at the end of the year was higher in Quebec, Nova Scotia, Ontario, Saskatchewan and Alberta.

Completions in Ontario in 1950 numbered 31,318 as compared with 31,440 in the preceding year, Quebec 27,237 compared with 22,912, British Columbia 8,560 (10,272), Alberta 7,266 (9,411), Manitoba 4,612 (4,807), Saskatchewan 2,813 (3,576), Nova Scotia 2,573 (3,056), New Brunswick 2,545 (1,801), Prince Edward Island 375 (258), and Newfoundland 1,716 (not available for 1949).

Starts in Ontario in 1950 totalled 33,430 as against 34,023 in the preceding year, Quebec 28,515 against 24,196, Alberta 8,623 (8,465), British Columbia 7,536 (9,702), Manitoba 4,072 (5,039), Saskatchewan 2,904 (3,061), Nova Scotia 2,705 (2,636), New Brunswick 2,323 (2,012), Prince Edward Island 333 (375), Newfoundland 2,090 (not available for 1949).

Dwellings under construction in Ontario at the end of 1950 totalled 24,331 as compared with 23,585 at the end of 1949, and in Quebec the number was 15,421 as compared with 14,984. In British Columbia there were 6,068 as compared with 7,166, Alberta 5,606 (4,309), Nova Scotia 2,432 (2,326), Manitoba 2,198 (2,731), Saskatchewan 1,502 (1,452), New Brunswick 1,029 (1,274), Prince Edward Island 263 (292), and Newfoundland 1,688 (not available for 1949).

Labour leaders present brief to Cabinet

On February 20, leaders of Canada's four major labour organizations presented a brief to the Prime Minister and members of the Cabinet, requesting immediate action by the Government to institute price controls in Canada. The occasion marked the first time in history that leaders of the major labour organizations have appeared personally to present a joint submission to the Government (see below). The group was headed by Percy Bengough, TLC president; A. R. Mosher, CCL president; Gérard Picard, president of the CCCL; A. J. Kelly, chairman of the Dominion Joint Legislative Committee of the Railway Brotherhoods; and senior officials of the four organizations.

The labour proposals were summarized in four points:—

(1) "Adequate rent control. If rents are allowed to continue to go the way other prices have gone, the already heavy burden of the increased cost of living will become, for hundreds of thousands of families, almost unbearable. They will be able to provide themselves with shelter only at the cost of severe cuts in other parts of their living standards including food."

(2) "Freezing of prices."

(3) "A public board to pass on all applications for price and rent increases."

(4) "Labour representation on that board. The absence of such representation on the Wartime Prices and Trade Board was a serious error, which should not be repeated."

The brief said that price controls were an immediate necessity but that there was no apparent need of wage controls at this time. If, however, wage stabilization was considered necessary, the brief said it should first be considered by a joint labour-government-management conference.

Dealing with the present world situation, the brief cited inflation as one of the dangers that must be avoided, if the fight against Communism is to be successful.

Discussing the arguments which had been advanced against price control, the labour group said that it was not necessary to wait until war production had reached its peak to impose controls. On the matter of wage stabilization, the brief said in part:—

"It is quite possible that if there had been as much control over prices as there already is over wages, price increases would have been much more moderate than they have been.

"If every firm or industry that wanted an increase had been obliged first to submit its case to a public board and to keep its prices as they were till the board had investigated and reported, price increases would certainly have been much slower and probably much smaller than they have been.

"The labour movement recognizes that wages could go up fast enough and far enough to break a price ceiling, though it sees no immediate danger of anything of the sort. It believes that the proper way to deal with this question is a government-labour-management conference to work out methods of wage stabilization. This offers a prospect of a wage policy which will do two things, both essential: (*a*) preserve the spirit, the principle, of collective bargaining, and (*b*) bring the experience of labour and management into the defence effort. If our Government institutes a general policy of price and production controls, labour is ready to take part in a joint government-labour-management conference to consider wage stabilization."

Following the meeting with the Prime Minister, the four organizations announced the setting up of a joint eight-man committee, made up of the president and secretary of each of the organizations. This committee will deal with matters of joint union interest.

Movement towards co-operation of labour bodies

The presentation of a joint brief to the Prime Minister on February 20, as described above, climaxed a movement towards closer relations between Canada's labour leaders that has been developing over the past three years.

Normally the four major labour groups in Canada make separate representations to the Government, in interviews which are held annually in late winter or early spring, and which cover a wide range of subjects. In addition the groups occasionally make separate representations at other times on special issues.

The year 1948 marked the first example of combined action by any of the labour groups in their approach to the Government. In June of that year a delegation representing the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Railway Brotherhoods, appeared before the Minister of Justice and several of his colleagues to petition for disallowance of the Prince Edward Island Trade Union Act (L.G., 1948, p. 695).

Resolutions on labour unity adopted by the Conventions of the TLC and CCL in 1949 indicated the desire of both organizations for a closer measure of co-operation.

The struggle of both Congresses to rid themselves of Communist influences revealed an important field in which they shared a common objective. Also, about this time, the abandonment of the Communist-influenced World Federation of Trade Unions by the CCL and by labour groups in other democratic countries, paved the way for co-operation in a new anti-Communist international labour federation. Thus, late in 1949, delegates from both the CCL and the TLC attended the inaugural meeting of the International Confederation of Free Trade Unions in London, England, and found themselves working harmoniously to set up a world body which would resist totalitarianism and help to achieve the objectives of workers everywhere (L.G., Feb., 1950, p. 172).

On December 30, 1949, the presidents of the CCL and TLC sent a joint letter to the Prime Minister of Canada and members of the Cabinet, expressing concern with regard to the unemployment situation. A second joint statement on unemployment was issued by the two labour leaders early in 1950 (L.G., Feb., 1950, p. 167).

Participation of the two organizations in the ICFTU was a factor leading to another joint statement by Mr. Bengough and Mr. Mosher in August, 1950. This statement quoted the opposition of the ICFTU to Communist aggression in Korea, and called for full support by Canadian labour for the decisions and actions of the United Nations Security Council to meet the Korean situation. This statement also denounced the "phoney Stockholm Peace Pledge" and other Communist manoeuvres (L.G., Oct., 1950, p. 1625).

The first joint statement signed on behalf of all four labour organizations in Canada came as a result of the railway strike in the summer of 1950. It announced the opposition of all four groups to the principle of compulsory arbitration (L.G., Oct., 1950, p. 1647).

Early in December of 1950, the four organizations announced the launching of a nation-wide campaign for price and rent control. Several joint statements have been issued as part of this campaign, culminating in the preparation of a joint brief and its submission to Mr. St. Laurent and members of the Cabinet.

Old age and blind pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 292,702 at September 30, 1950 to 298,473 as at the end of the quarter December 31, 1950.

The Federal Government's contributions under the Federal-Provincial scheme totalled $25,088,784.17 for the quarter ended December 31, 1950, as compared with $24,600,947.46 in the preceding quarter. Since the inception of the Act the Federal Government has contributed $708,640,847.86.

The average monthly pension in the provinces ranged between $34.49 and $38.31. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 11,036 blind persons as at December 31, 1950, as compared with 10,880 at September 30, 1950.

The cost of pensions in respect of blindness to the Federal Government was $984,276.45 for the quarter ended Decem-

ber 31, 1950, and $969,361.68 for the quarter ended September 30, 1950. Since the inception of the Act, the Federal payments have totalled $21,930,270.63. The average monthly pension in the provinces was between $38.10 and $39.32. With only three blind pensions in the Yukon Territory and the Northwest Territories, the average was $40.

Workmen's compensation amendments in Ontario

Implementing in part the recommendations of Mr. Justice W. D. Roach, who recently conducted an inquiry into the Ontario Workmen's Compensation Act (L.G., March, 1951, p. 315), a Bill to amend the Act was introduced in the Legislature on February 5.

In accordance with Mr. Justice Roach's recommendations, the amending Bill will increase the maximum yearly earnings on which workmen's compensation is based from $3,000 to $4,000. The waiting period which must elapse before compensation is payable will be reduced from seven to five working days. Mr. Justice Roach recommended a waiting period of four working days. These two amendments will be effective from January 1, 1952.

Mr. Justice Roach found that the amount allowed by the Act for burial expenses was inadequate, and his recommendation that the maximum amount payable should be increased from $125 to $200 was accepted by the Government. Where the workmen's body has to be transported a considerable distance for burial, compensation includes a further sum for the necessary expenses involved. A further amendment removes the present maximum of $125 and permits the Workmen's Compensation Board to determine the sum which may be paid. Mr. Justice Roach recommended a limit of $175. Both amendments will go into effect when the Bill becomes law.

The Bill will also increase from $100 to $200 the immediate lump sum payable, in addition to all other compensation, to a widow. No recommendations were made in the Report with regard to the matter.

During the debate on second reading, all opposition groups, while approving the provisions of the Bill as far as they went, asked for wider implementation of the Commissioner's Report especially with respect to its recommendations on accident prevention. Chief among the recommendations were that accident prevention should be brought under the direct jurisdiction of the Workmen's Compensation Board and that there should be more active participation of labour in any organized system of accident prevention. On February 23, a private member's Bill was introduced to implement the specific recommendations of Mr. Justice Roach with regard to accident prevention. This Bill was given a six months' hoist on March 7, at which time the Minister of Labour, Mr. Daley, stated that the recommendations of the Commission with regard to this matter are being studied by his Department.

Wages, prices and disputes in U.K.

During 1950, weekly rates of wages in the United Kingdom showed an increase of about 4 per cent on the average, according to the British *Ministry of Labour Gazette;* this compared with a rise of between 1½ and 2 per cent in 1949, and 4 per cent in 1948. On the basis of June, 1947=100, the index number of weekly rates of wages was 114 at the end of December, 1950, compared with 109 at the end of 1949, and 107 at the end of 1948. It is estimated that about 7,350,000 workers received an increase of about £2,020,000 a week during the year. The corresponding figures for 1949 and 1948 were 5,200,000 and £1,076,000; and 7,750,000 and £1,900,000 respectively. There was little change in the normal weekly hours of work during 1950.

The average level of retail prices, as measured by the interim index, rose by about 3 per cent during the year. This was largely due to increases in the average level of food prices, but prices of clothing and of many other articles also showed substantial increases.

Stoppages of work, arising from industrial disputes, resulted in a loss during 1950 of nearly 1,400,000 working days at establishments where the stoppages occurred. This figure was the lowest recorded since 1941. The number of workpeople involved in all disputes, viz., just over 300,000, was the lowest since 1940. The figure of workpeople involved represented about one per cent of the total population in civil employment.

Report on conditions in British mines, 1949

In 1949 the accident rate in Great Britain's mines was the lowest ever recorded. The greatest single cause continued to be "falls of ground."

The report of the Chief Inspector of Mines for 1949 shows that the number of deaths in that year was 460, compared with 468 in 1948, and that serious injuries

totalled 2,180, a reduction of 211 over the previous year. The rate of accidents per 100,000 man-shifts remained constant at the 1948 record low level of 0·25. There was, however, a corresponding decline in the number of man-shifts worked.

Of the 18 minor explosions which occurred during the year, seven were caused by illegal smoking. Haulage accidents decreased by nearly 19 per cent, "reflecting among other things, the decline in the use of rope haulage and the increasing use of locomotives and conveyors."

Twelve persons were killed and 374 injured as a result of accidents arising from the use of explosives. These figures are "unsatisfactory and wholly unjustified by mining conditions and recent developments in shot-firing and mining practices," the report states. One of the most disturbing features, it adds, is an increase of nearly 40 per cent in the number of fatal accidents on the surface, "a very unsatisfactory state of affairs which is difficult to explain and still more difficult to excuse."

Experiments made with numerous methods of dust suppression, in an attempt to prevent and arrest the development of pneumoconiosis, were carried out with evident success, but because of the time factor in the development of the disease, and the fact that the benefit of the work being done will not be reflected for some years, the report points out that no improvement in the figures of casualties will be immediately apparent.

Defence mobilization in the United States

Following the proclamation by President Truman of a "state of emergency" on December 16, a number of Government agencies were created and controls enacted.

The main feature of the program was the establishment of an Office of Defence Mobilization and the appointment of Charles E. Wilson, formerly president of General Electric, as its head. The creation of this office centralized within one government agency control over a large part of American defence mobilization, including manpower, transportation, production, procurement, and economic stabilization.

Among the agencies reporting to Mr. Wilson is the Economic Stabilization Agency, whose head is Eric A. Johnston. Responsible to Mr. Johnston is the Office of Price Administration, headed by Michael V. DeSalle, and the Wage Stabilization Board, whose chairman is Cyrus Ching.

An Office of Defence Manpower has been established within the Department of Labour. This body has the task of meeting defence and essential civilian labour requirements, including the recruiting and training of manpower. It is responsible, through the Secretary of Labour, to the Office of Defence Mobilization.

President Truman announces manpower policy

On January 17, 1951, President Truman announced a National Manpower Mobilization Policy, under which the United States Government will impose controls on military and civilian manpower "when and to the extent needed to assure successful execution of the mobilization program."

The major aims of the manpower program are to: (1) provide the needed manpower for the armed forces; (2) furnish manpower for production of materials and services required by the armed forces, international aid programs and the civilian economy; and (3) expand the supply of persons with highly developed skills essential for civilian and military activities and for the protection of civilian health and welfare.

Recruitment, placement, distribution, training and utilization of the civilian labour force will be based primarily on voluntary measures, but government controls will be instituted as needed, and will apply to employers or to workers, or to both. The federal controls will include (1) restriction of indiscriminate labour turnover through control of separations; (2) putting employment ceilings on employers with respect to the total number of workers, the number of men or the number in particular skills; (3) controlling of employer hiring; and (4) enforcing adherence to utilization standards, including full use of women, the handicapped and minority groups.

The basic principles of manpower mobilization enunciated by the President are that each individual will be expected to serve in the capacity which will contribute most to the total program, employers will assure the full utilization of the abilities and skills of each person which will best serve the country's needs, and the government will develop and administer manpower programs designed to achieve the fullest possible support for the whole mobilization plan.

Economic stabilization measures in U.S.A.

On January 26, wage and price controls were introduced in the United States. Ceilings were ordered on prices for most commodities and services on the basis of prices in effect from December 19, 1950 to January 25, 1951. A month later, however,

the program was modified by an order restricting retailers on the amount of "mark-up" allowed between cost and selling price of some 200,000 retail items. The allowed mark-up was not to exceed that in effect on February 24. The Director of Price Stabilization, Michael V. DeSalle, predicted that under the new system some retail prices would "roll forward," others would "roll back" but ultimately stabilization of prices would be ensured.

The first wage control order, issued on January 26, forbade an employer to raise wages, salaries and other forms of compensation above the levels of January 25, 1951, without the approval of the Wage Stabilization Board. In mid-February a policy was adopted by the Board to permit general wage and salary increases of 10 per cent above the levels of January 15, 1950. This policy was, however, opposed by the labour members of the Board who, on instructions of the United Labour Policy Committee (L.G., Feb., 1951, p. 158) withdrew in protest. The labour members were reported to favour a formula which would provide increases of 12 per cent above the levels prevailing in June, 1950.

The Director of Economic Stabilization, Eric Johnston, approved the Board's policy a fortnight later, but amended it so as to permit cost-of-living "escalator" clauses signed before January 25, 1951, to continue until June 30, even though they exceeded the 10 per cent limit.

Up until late March, the labour representatives on the Board were continuing in their withdrawal, and the Board had held no further meetings.

Handbook of facts on women workers in U.S.A.

Comprehensive information concerning the employment of women in the United States is contained in a bulletin published recently by the Women's Bureau of the United States Department of Labour, under the title, *1950 Handbook of Facts on Women Workers.* Designed as a source book, it brings up to date the Bureau's handbook issued two years ago.

The information is arranged in sections under the following headlines: Employment of Women; Wages, Salaries and Income; Economic Responsibilities of Women Workers; Industrial Injuries to Women; Standards of Employment of Women; Summary of State Labour Laws for Women; Legislation Affecting Household Employees; Political and Civil Status of Women; Women's Educational and Vocational Training. The bulletin also includes a selected bibliography of basic sources regarding American women, a list of women's national organizations, and a list of current publications of the Women's Bureau.

In the section on employment, statistics are given showing the number of women in gainful employment from as far back as 1870—the year when the first U.S. full census of women workers was taken—up to and including 1949. The chief occupation and industry groups employing women are shown, and such other information as the age and marital status of women workers. The Women's Bureau plans to issue the handbook biennially.

Machinists union rejoins AFL

On January 4, the International Association of Machinists whose membership is reported to be about 600,000, reaffiliated with the American Federation of Labour. The formal reaffiliation marked the culmination of negotiations between the Association Executive and the AFL, which began in December, 1948.

During December, 1950, the Association membership voted on the proposed reaffiliation recommended by the Executive and approved it by a 3½ to 1 majority.

The IAM first left the AFL in 1943, and again in 1945, because of disputes over the jurisdiction of the AFL Building Trades Department.

Belgian opinion on employment of women

The *Revue du Travail* of the Department of Labour and Social Welfare in Belgium reported in its November, 1950, issue the results of a poll of public opinion held by the University Institute of Social and Economic Information. The questions were: Do you think women should receive the same wages as men for equal work? What is the understanding of the public as to the actual application of the "equal pay for equal work" principle? Is it preferable (or is it necessary) for married women to stay at home? Should married women have the opportunity of working outside the home? Are special facilities required for married women working outside the home? What should these facilities be?

The nature of the answers led to the conclusion that there is a greater degree of interest in this question than in the subject of most inquiries. There were very few "no opinion" answers, particularly

among women, although the experience in former polls is that women are usually less definite in their opinions than men.

The majority, 77·9 per cent of the women and 59·1 per cent of the men, were in favour of "equal pay for equal work"; 78·1 per cent of the women and 64·5 per cent of the men thought that married women should have the opportunity of working outside the home either because they wished to work or from necessity. Fewer women than men thought that it was preferable (or necessary) for women to remain at home.

More women than men thought that special facilities should be provided for married women working. The special provisions generally suggested were not of the type to change working conditions, such as half-time work, changes in working hours and in the hours of store opening, but rather of the type to relieve the housewife through infant nurseries, day nurseries for school age children, and meals at school. The order of preference was as follows: infant day nurseries, 69 per cent; meals at school, 66·3 per cent; day nurseries for school-age children, 54·6 per cent; day nurseries for pre-school children, 50·4 per cent.

The report indicates how opinion on this subject differs as between age groups as well as sex, and shows that there is a tendency for opinions to differ according to family, economic and social background.

The results of the poll showed a striking contrast between the general trend of opinion and the actual situation prevailing concerning employment of women outside the home, according to the *Revue*. From the comments which accompanied the replies, the *Revue* states, it seems evident that this trend of opinion already is, or is near to being, a strong general conviction.

Fund for workers' colleges in Denmark

At a Congress of the Danish Confederation of Trade Unions held on November 27, 1950, it was decided to establish a special fund for the building of workers' colleges. This fund, will be formed by a weekly contribution from each member of the Confederation, according to the January 15 issue of *Industry and Labour*, an ILO publication.

Before the war there were two workers' colleges in Denmark. The one at Esbjerg was destroyed during the war and plans are now underway for its reconstruction. With the completion of this college, considerable money will then have to be directed toward the reparation and modernization of the college at Roskilde.

The Danish trade union movement was urged by the Confederation president to make possible the building of a third college, probably at Arhus.

(Concluded from page 440)

preceding year's figure of $7,630,000,000. The estimated total in December amounted to $703,000,000, down $30,000,000 from November, but up $61,000,000 or 9·5 per cent over December, 1949 . . . . The value of Canada's retail trade in January 1951, was estimated at $675,000,000, a rise of 20 per cent over the January total in 1950. . . . . Domestic exports to all countries in February were valued at $233,910,000 as compared with $199,462,000 in the corresponding month last year, a rise of 17 per cent. Shipments to the United States in February increased nearly 18 per cent to $152,428,000 from $128,838,000 in February, 1950. . . . . Canadian production of silver, lead and zinc increased in January this year over the same month in 1950. The month's output of primary silver amounted to 2,114,940 fine ounces as compared with 1,195,677 in January last year. Production of primary lead in the month totalled 16,099 tons, sharply above the 9,558 tons produced a year earlier. Primary zinc production amounted to 25,708 tons as against 24,028 in January last year.

NATIONAL CONFERENCE ON REHABILITATION

Recognizing the need for a co-ordinated program of rehabilitation, the Ministers of National Health and Welfare, Veterans Affairs, and Labour co-operated to sponsor the National Conference on the Rehabilitation of Handicapped Persons.

The Conference, held in Toronto, February 1-3 was attended by representatives of federal, provincial, civic, and voluntary agencies and individuals engaged in all phases of rehabilitation work.

During the three-day deliberations, the delegates heard addresses on the different phases of rehabilitation work in Canada and the United States, and adopted a resolution proposing an integrated rehabilitation program which would utilize federal, provincial and voluntary services.

The Conference recommended the appointment of a National Co-ordinating Committee, representing provincial and federal governments, and other interested agencies; and appointment of a National Co-ordinator of Rehabilitation.

In the following pages appears an account of the proceedings, and a brief introductory summary of rehabilitation work in Canada, the United States and Great Britain.

Introduction:

Rehabilitation Services in Canada

The process of rehabilitation involves three distinct factors, namely: medical care; vocational guidance, counselling, and training; and placement in satisfactory employment. There are two main problems in the carrying out of this process in Canada at present. First, there is considerable variance in the services available to the disabled in different areas and provinces, and as a result, in some sections these services are fragmentary or non-existent. The second problem is the lack of co-ordination between the different types of services presently offered. There is, at the moment, a need for the co-ordination and integration of the work of medical, guidance, counselling and placement services.

Although Canada does not have a single program available for all citizens, there are a variety of federal, provincial, and voluntary agencies which are concerned with various aspects of the problem.*

* The source of the information in this section has been *The Rehabilitation of Disabled Persons,* the data book prepared for the Conference by the Research Division, Department of National Health and Welfare.

Federal Agencies

For veterans, the Department of Veterans Affairs has a completely co-ordinated system providing medical care, vocational guidance and training. Close co-operation is maintained between the department and the Employment Service to provide proper placement in employment.

The Department of National Health and Welfare has taken an increasingly active role in rehabilitation. Under the National Health Program, money has been appropriated for aid to crippled children, tuberculosis patients, and victims of mental illness, arthritic diseases, and poliomyelitis. In addition, the Department has provided grants of money for sickness surveys in all provinces, and recently completed health surveys will give a clearer picture of available rehabilitation services and facilities.

The Department of Labour provides a vocational training program under the Canadian Vocational Training Co-ordination Act, 1942. Under the general title of Canadian Vocational Training, the Department is responsible for administering several different types of training programs. This work is done on a co-operative financial basis with the provinces. While this program is not specifically designed for disabled persons, they are eligible to participate along with others.

Through its Special Placements Division, the National Employment Service makes its services available to all handicapped workers. Employment suitable to the physical capacities of the disabled is found by the Division. In carrying out this work, the Employment Service enlists the aid of many government and private organizations.

Provincial Programs

Rehabilitation services vary considerably from province to province. Generally speaking, public health services presently existing in the provinces which would be essential to a rehabilitation program are well-developed and widely available. Provincial health and education departments already possess facilities which could be utilized for medical aid, education, and training; and the facilities of the National Employment Service are available for placement work. For those injured in industrial employment, coming under the provisions of Workmen's Compensation Acts, provincial Compensation Boards provide rehabilitation services.

There is only one province-wide general civilian rehabilitation program presently operating in Canada. Saskatchewan, through the Civilian Rehabilitation Division of its Department of Social Welfare, provides a complete program of medical and diagnostic services, medical rehabilitation, vocational guidance and training, placement, and allowances for maintenance, clothing, transportation, tuition fees and other necessities.

The provinces also provide financial assistance for the provision of medical rehabilitation services in some specific disabilities. These services are often provided in co-operation with federal and voluntary agencies. In recent years, services have been developed in connection with provincial institutions for mental illness, tuberculosis, and hospital care for poliomyelitis. The provinces also make use of the federal-provincial vocational training program.

In Saskatchewan and British Columbia, almost the entire population is covered by compulsory hospital insurance programs, and over one-third of the population of Newfoundland is covered by prepaid hospital and medical care. In many provinces, the provincial governments assist financially in providing hospital care and service to social assistance recipients, old age and blind pensioners, and those receiving mother's allowances.

Workmen's Compensation Boards

Several Provincial Workmen's Compensation Boards have set up rehabilitation programs. Notable among these are those in Ontario, British Columbia and Quebec. Possibly the best known of these programs is the one operated by the Ontario Workmen's Compensation Board at its Centre in Malton. This Centre provides complete medical, guidance, and training care from the moment the worker is injured until he is able to return to employment.

The British Columbia and Quebec Rehabilitation Centres are well equipped and provide medical care, therapy, prosthetic appliances, and (in co-operation with the Employment Service) placement services.

In provinces having no rehabilitation centres, facilities available in general hospitals and Department of Veterans Affairs hospitals may be utilized, and if necessary, the injured workman may be sent outside the province for treatment and rehabilitation services. Alberta has established a reserve fund under its Workmen's Compensation Act, which is used to assist in retraining disabled workmen. The fund allows for payment of the cost of the course, and an allowance during the training period. The Saskatchewan Department of Social Welfare maintains a Rehabilitation Branch to which special

cases are referred for counselling, training and placement. The Workmen's Compensation Board assumes financial responsibility for these cases.

Compensation Boards in other provinces arrange for training and placement through provincial Canadian Vocational Training Courses and the Special Placements Division. Nova Scotia, Quebec, Ontario, Alberta, and British Columbia have established industrial health divisions in their departments of health, which act as consultants and advisers to the Compensation Boards.

Voluntary Agencies

The work of existing voluntary agencies has generally been of a very high level. The data book, issued for the Rehabilitation Conference, commenting on the work of these agencies said: "Complementing and supporting government effort, the network of voluntary agencies provides a wide range of services that touch on all aspects of the rehabilitation."

These voluntary agencies have played a varied role in rehabilitation work. There are the nationally organized groups organized to look after certain types of disability such as blindness, arthritis, poliomyelitis and tuberculosis. Local organizations, such as the Toronto Society for Crippled Civilians and the Windsor Curative Workshop are actively engaged in helping the disabled lead productive lives. Supplementing this work, both locally and nationally, is the work of service clubs, religious groups, and mutual self-help organizations, founded by the handicapped themselves.

Rehabilitation in the United States

The United States has several programs providing rehabilitation services. Many state, federal, and voluntary organizations provide these services. There is, however, a much greater degree of co-ordination of services than in Canada, and there has been some form of federal-state vocational rehabilitation program in existence since 1920. The plan operated by the Federal Office of Vocational Rehabilitation in close conjunction with state agencies is typical. The program is jointly financed by federal grants-in-aid and state contributions.

Under the plan now in operation, the Office of Vocational Rehabilitation, which was set up under the provisions of Public Bill 113 (The Barden-La Follette Act) in 1943, is a part of the Federal Security Agency.

The Office is responsible for the approval of state plans, certification of grants-in-aid, and for providing "leadership and technical assistance to the state offices to stimulate the establishment of adequate facilities and services." One important function performed by this federal agency is that of research and investigation, the results of which are made available to the state agencies.

State agencies have as their primary function and responsibility, the development of the vocational rehabilitation program. The essential state functions are directly related to the provision of services to the disabled individual. This includes case findings, the development of co-operation with other agencies, medical and vocational diagnosis, and other aspects of successful rehabilitation.

In addition to the federal-state program described above, there is the work of advisory bodies, the Veterans' Administration, federal and state health departments, education departments, and the many volunteer and private agencies interested in rehabilitation.

Rehabilitation in Great Britain

Great Britain, unlike Canada and the United States, is not a federal state, and the constitutional problems of creating an over-all system have not been so great. The basis for the British program is the Disabled Persons (Employment) Act of 1944. The program "attempts to cover the total needs of all disabled citizens, regardless of age, origin and type of disability, or war services requirements."

The ultimate end of all rehabilitation efforts is successful placement in satisfactory employment. No one is completely or successfully rehabilitated until they have once more resumed their place in the economic life of the community. Shown in the picture on the opposite page: a blind stenographer copying from braille; an instructress teaching a deaf-mute trainee the proper way to hem a towel; a blind worker assembling motor switches in a washing machine factory; a crippled worker rests his cane on his work bench; a paraplegic working in a large sporting goods firm; workers manufacturing ironing boards in a disabled civilians' workshop; a former pulpman, who lost an arm, shows how he successfully handles a new job in a lumberyard; and an amputee fitting a drawer into a chest he is making.



Between World War I and World War II, medical rehabilitation in Britain declined, but the need for improved methods and services was soon realized during World War II. In the post-war period, these services have grown and developed extensively. The British rehabilitation scheme has become an integral part of the social security system set up under the National Health Service Act (1946), The National Insurance Act (1946), and the National Assistance Act (1948). This rehabilitation program, based on several different statutes, is administered through several government departments, local authorities, and voluntary agencies. The plan provides for all phases of rehabilitation; medical care, counselling, guidance, the provision of prosthetic devices where necessary, and placement. In addition a scheme of disability benefits is provided.

One feature of the British system not found in either Canada or the United States, is the provision in the Disabled Persons (Employment) Act, which invokes a statutory obligation on employers of 20 or more workers to employ a quota of disabled persons from the employment register. The quota is fixed by the Minister of Labour and National Service in consultation with worker and employer representatives. He is also empowered to designate certain classes of employment for the exclusive reservation of vacancies to registered disabled persons.

Background of the Conference

The first Conference in Canada on the Vocational Rehabilitation of the Physically Handicapped was held in Toronto in September, 1943. This Conference, convened by the Employment Service and Unemployment Insurance Branch of the Department of Labour, was called for two major purposes. First, it was hoped that public attention would be focused on the contribution which the handicapped were making to Canada's war effort; and secondly it was hoped "to demonstrate the need for a program of civilian rehabilitation in Canada." A resolution passed by the Conference said in part:—

> This Conference respectfully urges that consideration be given to the development of both a comprehensive plan and actual facilities at the earliest possible moment in order that the needs of the handicapped may be more adequately met and the interest and co-operation of employers may be stimulated and broadened.

A series of meetings was also held in principal cities all across Canada, with the idea of promoting the placement in suitable employment of the handicapped, and at the same time, to look further into the need for rehabilitation facilities. Following a meeting held in Vancouver, the Council for the Guidance of the Handicapped was formed. The primary aim of this Council has been "to urge upon the Government of Canada the need for constructive legislation to assist the handicapped."

In 1946, the Council sponsored a conference in Vancouver attended by many interested individuals and organizations, including Canadian and American government officials. At this time a strong resolution was passed urging that a national conference be held as soon as possible. In August, 1947, an Order in Council was passed which recommended:—

> That a National Conference of three days duration be held in Ottawa during the month of October, 1947, under the auspices of the Department of Labour, to consider the vocational rehabilitation of the physically handicapped, said conference to be attended by delegates representing national, provincial, and local organizations working on behalf of the physically handicapped as well as representatives of the Dominion and Provincial Governments, and any other specialists in the field whose attendance may be deemed necessary . . .

It was not found possible to hold the conference at this time, and plans were formulated to hold a national conference, jointly sponsored by the Departments of National Health and Welfare, Veterans Affairs, and Labour, at a later date. It was decided that this conference would consider not only the vocational aspects of rehabilitation, but the physical, mental, social and economic factors as well. The conference was originally scheduled to be held in May, 1950 but was postponed because of the Winnipeg floods, and was held in Toronto, February 1-3, 1951.

Proceedings of the Conference

Sponsored by the Hon. Paul Martin, Minister of Health and Welfare, the Hon. Hugues Lapointe, Minister of Veterans Affairs, and the Hon. Milton F. Gregg, V.C., Minister of Labour, the National Conference on Rehabilitation of the Handicapped was held in Toronto, February 1-3. The Conference was attended by over 150 representatives of federal, provincial and voluntary agencies, as well as individuals interested in the rehabilitation problem in Canada.

The Conference opened with a plenary session during which a series of speakers described the work at present being done in various fields related to rehabilitation, and the needs that exist.

Subsequently, two working committees were set up, to formulate recommendations in regard to (*a*) medical rehabilitation, and (*b*) vocational guidance, training and placement.

The reports of these Committees were later adopted by the Conference in plenary session.

The final Conference resolutions were forwarded to the Federal Government for consideration.

Hon. Milton F. Gregg acted as Conference president. Mr. A. MacNamara, Dr. G. D. Cameron, Dr. G. F. Davidson and Mr. E. L. M. Burns, Deputy Ministers of the sponsoring departments, acted as chairmen of the plenary sessions of the Conference.

Among the highlights of the Conference, was the screening of a film "The Road Back", which showed rehabilitation work being done in the United States. Another feature, was a tour of Sunnybrook Military Hospital.

Following this tour, the final plenary session of the Conference was held in the hospital auditorium, and it was here that the recommendations of the working committees were presented and discussed.

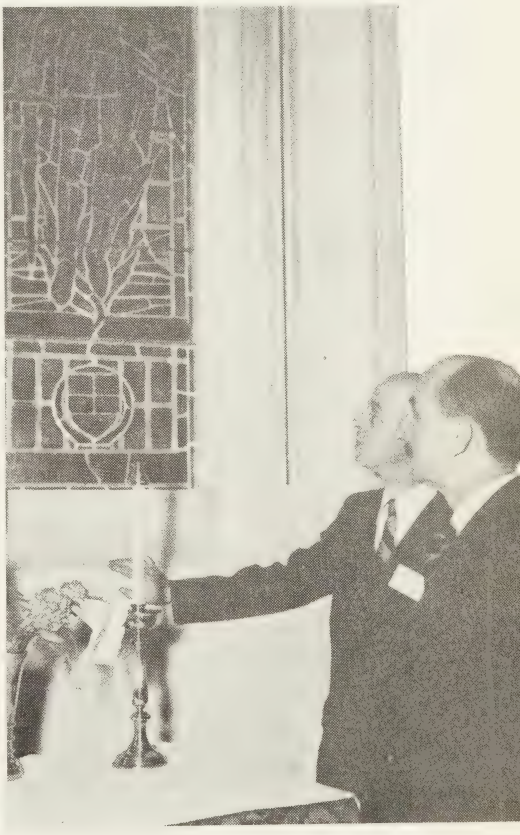
In addition to the speakers whose addresses are summarized below, Controller John M. Innes, representing Mayor Hiram MacCallum, welcomed the Conference to Toronto. Mr. E. A. Baker, Manager of the Canadian National Institute for the Blind, spoke on "The Place of Civilian Rehabilitation in Canada's Social Security Program" at a luncheon held on the opening day.

Mr. A. MacNamara, Deputy Minister of Labour

In opening the Conference, Mr. MacNamara placed the problem of rehabilitation in the perspective of the present world struggle between two great political-social forces. He urged the need "to make our way of life stand out above the other, to emphasize that at the top *we* place humanity." One way of doing this is to realize the special problems faced by the handicapped. We must consider the ways in which medical assistance, both mental and physical, can be utilized to solve these problems, Mr. MacNamara said. Parallel to this, we must explore employment possibilities for the rehabilitated.

A successful rehabilitation plan is important to the handicapped person, industry, and the nation as a whole. "Let us get clearly in our mind that the handicapped person is not a useless person. We learned during World War II quite the contrary. Many sightless and otherwise physically handicapped persons did excellent work in our war plants," Mr. MacNamara said.

Between 1945 and 1950, the National Employment Service, through its Special Placements Division and in conjunction with other agencies, found 80,000 jobs for handicapped persons. Mr. MacNamara pointed out that we are in a period of high employment, and any large increases in the working force needed to increase



Hon. Milton F. Gregg, Minister of Labour, and Mr. H. C. Hudson, Supervisor of Special Placements for the National Employment Service, examine the memorial window in the chapel at Sunnybrook Military Hospital, Toronto. The picture was taken during a tour of the hospital by delegates to the Conference.

production would necessitate utilizing the productive abilities of older workers, women, and the handicapped.

Turning to the achievements already accomplished by federal, provincial and private agencies in the rehabilitation field, Mr. MacNamara said that "it would not be fair . . . to leave an impression that we are starting out on this Conference to plan doing something new." He stressed the fact that the Conference would serve to emphasize what has been done, and point up those gaps still remaining.

Hon. Milton F. Gregg, Minister of Labour

The Hon. Mr. Gregg, on behalf of the Government of Canada, extended an official welcome to all those present. Mr. Gregg pointed out that circumstances had prevented the Conference meeting when originally planned, and paid tribute to the efforts of the late Hon. Humphrey Mitchell in participating in the early Conference arrangements.

Mr. Gregg said that while there were great dangers in the present situation which might lead some to say that "we should . . . postpone this Conference," he felt it was important to hold the Conference because if it were to wait "until all is peace and perfect harmony in the world," it would never be held.

There were many present at the Conference, "who in spite of handicaps have equipped themselves to perform in splendid fashion, tasks that are of prime importance to the welfare of Canada," Mr. Gregg said. Many disabled Canadians have had to undertake their own rehabilitation; others have received help from voluntary organizations; and still others have benefited from provincial compensation schemes, and the federal rehabilitation program for veterans, he said.

Mr. Gregg pointed out, however, that Canada still lacked an over-all co-ordinated scheme of rehabilitation. He said:—

> There is no co-ordinated plan in effect in Canada today for the benefit of those who have a handicap brought about by some event not connected with industry or with war service. In saying this I know of the work that has been started by one or two of the provinces, and also that carried out by certain voluntary agencies. Valuable as those efforts are, there is still a great gap to be filled. . . .
>
> There are thousands of our citizens who, because of their handicaps are now unemployed or under-employed because they are believed to be incapable of self-sustaining employment. As they are at present equipped the things they can do are so limited that attempts on their part alone to get work usually fail, or at best provide something quite inadequate. It is this latter group that we are chiefly concerned about this week . . .
>
> I wish to say a special word to those here from the voluntary agencies. I congratulate you upon your pioneer work. Whatever may come from this or later conferences I hope that one result will be the strengthening of your hands in this work, and the encouragement of those who support your agencies.

Mr. Gregg listed four factors as being of primary importance in a rehabilitation program. These are:—

> The removal or reduction of the disabilities, and a clear appraisal of existing or potential abilities;
>
> The provision of vocational guidance and training and individual attention to all factors related to the approach to the new employment;
>
> The promotion of employers' acceptance of handicapped as efficient workers until they have had ample time to prove their value;
>
> The encouragement of the spirit of independence of the handicapped, the discouragement of evidence of pity amongst their associates; and the realization that individual interest and human understanding are all important.

Hon. Leslie Frost, Premier of Ontario

The Hon. Leslie Frost, Premier of Ontario, welcomed the Conference to Toronto on behalf of the Province of Ontario. Premier Frost extended "the fullest co-operation of the Government of Ontario and all its departments" in the effort to establish a comprehensive program of rehabilitation.

Premier Frost emphasized the fact that experience in other countries has proven that the cost of successfully rehabilitating a disabled person is no more than that for one year of welfare care. Mentioning the work of the Ontario Workmen's Compensation Board at its Malton centre, he said that between three and four hundred injured workers were rehabilitated there each year. In 1947, only fifteen cases needed extra welfare care, Mr. Frost said.

Turning to the problem of the mentally afflicted Mr. Frost suggested that the time has come for a new approach. We must, he said, stress the rehabilitation and prevention function rather than the custodial and hospitalization function as at present. He said that the emphasis should be placed on keeping people out of mental institutions, rather than merely providing hospitals to look after them after they had become ill.

Hon. Paul Martin, Minister of National Health and Welfare

Stressing the complexity and importance of the disability problem, Mr. Martin told the Conference: "There are many types of disability—mental and social as well as physical. As a consequence, there must be a variety of rehabilitation services." The great need at present, Mr. Martin said, was for the integration and co-ordination of these services.

The results of a recent sickness survey conducted by his department, indicate that there are almost 900,000 people in Canada with some form of "permanent or extended disability," Mr. Martin said. However, many of these people do not require rehabilitation.

Mr. Martin reviewed the extent of existing rehabilitation programs. He said that despite the lack of a single over-all system, "some of the individual programs are outstanding in their way." At the provincial level, Workmen's Compensation Boards have made great progress in helping injured workmen. Mr. Martin also paid tribute to the voluntary agencies engaged in this type of work.

Mr. Martin suggested that the greatest need at present is for co-ordination. He said:—

> If we are to find a better solution of our rehabilitation problem, we must bring into clearer focus the whole picture of what now is being done. In this field of welfare action more perhaps than in any other, there is need for co-ordination of many disciplines and agencies. Through the multi-disciplined approach of specially-trained physicians, physio-therapists, experts in vocational guidance, special employment officers, and others making up the rehabilitation team, the best hope for success lies in unified action.
>
> I suggest that the most useful accomplishment of this Conference would be to encourage the integration and co-ordination of existing services in order to ensure that the considerable moneys now being expended for Canada's disabled are used to best effect. We might find some way in which to bring existing programs and personnel and services into a closer working relationship. At the same time, we might also correlate our planning so that our rehabilitation programs can achieve maximum coverage and effectiveness.
>
> It would, of course, be not only cumbersome and inefficient but a complete negation of the whole Canadian tradition to attempt to centralize rehabilitation services in Ottawa. We need the active participation of provincial governments, which, constitutionally, are more directly charged with this responsibility. We need the intimate knowledge of local conditions possessed by government at the community level. Above all, we need the inspired service of the voluntary agencies, which so often give leadership in this field by setting up pilot rehabilitation projects that, having proved their effectiveness, are then more widely developed on either the voluntary or governmental level.

Discussing the rehabilitation process, Mr. Martin emphasized that it must be viewed in its broadest terms. It should not be regarded as a series of isolated events, but as a planned and continuous procedure. Restoring the disabled individual to his place in society very often requires prolonged care. Mr. Martin described this process as "a complete physical, mental and even spiritual restoration of the individual to an effective, useful, and satisfying life."

A program such as this will require public education, Mr. Martin said. Public attitudes toward the disabled are most important, and it is essential that we adopt and use a sympathetic and intelligent approach to their problems.

Hon. Hugues Lapointe, Minister of Veterans Affairs

The Department of Veterans Affairs has both a legal and moral responsibility to reduce the disabilities of veterans to an absolute minimum, Mr. Lapointe said. The department strives "to assist the veteran to the full extent of our authority and our ability, to return to a life where he can be self-supporting—where he can make a contribution to the national economy."

Mr. Lapointe outlined the procedure developed by DVA in caring for disabled veterans. The keystone of this program is the restoration of the veteran's physical ability to the greatest extent possible. One important factor in the DVA program, has been the realization that teamwork is essential if rehabilitation is to be effective and successful. When the patient has shown sufficient physical improvement, the doctors, and the other members of the rehabilitation team, plan a program of training. This training "must be objective and directed towards an occupational goal," Mr. Lapointe said.

Outlining the procedure further, the Minister said:—

> Accordingly we have a program of planned training which starts in our treatment institutions. Courses must of necessity be selected with the co-operation of a vocational counsellor, because the ultimate target must always be productive, remunerative employment. These courses may be taken by correspondence. We may use special texts developed during World War II by the Canadian Legion, but always available is a tutor to help the veteran with the more difficult problems, and to keep his interest high.
>
> When the patient becomes mobile, we have even been able to arrange courses where he studies along with others.

The progress made during the hospitalized period has frequently been amazing, but this is not surprising. These veterans are people of maturity. They know they will have a residual handicap to overcome. The result is that they take this preliminary training seriously.

In many cases, of course, the veteran is ready for employment almost immediately upon discharge from hospital. In others, further training is required. When this is indicated it is arranged on our system of allowances and with fees paid.

I have not mentioned as yet another important member of the team. This is the casualty officer, whose responsibility it is to follow the veteran through his planning period into ultimate employment. He is indeed a most important member of the group, for it is he who makes sure that the training course will lead to employment. It is he who contacts employers and explains the disability which the veteran must overcome.

Despite the fact that the financial worries of the veteran patient are at a minimum during his treatment, the Department of Veterans Affairs has found that there are often other personal factors which may impede recovery. Mr. Lapointe said that it has been found advisable to add a medical-social worker to the team of experts to help with these problems of adjustment.

Praising the general desire of veterans to help themselves, Mr. Lapointe quoted some figures to illustrate the success of this program. He said that 35,700 veterans have registered with the Casualty Rehabilitation Section of DVA. This figure is not the total of all disabled veterans, since pensions are paid to about 95,000 World War II veterans, and some 66,000 from World War I. The majority of these pensioners suffer from disabilities of 20 per cent or less, but some 16,000 have been assessed at 80 per cent or more. Those registered with the Casualty Rehabilitation Section need special service to assist them in returning to a productive peacetime life.

Of the 35,700 registered, only 1,249 of those ready to work and desiring to work are unemployed. Nearly 28,000 have steady employment, although 4,000 of these are still receiving treatment or training, Mr. Lapointe said. There is a small group whose rehabilitation is not considered feasible for a variety of reasons. However, of the 16,000 veterans having 80 per cent or more disability, only 1,500 or less than 10 per cent are not gainfully employed.

Mr. Lapointe urged the delegates to remember that "a physical impairment does not necessarily mean a lowering in the economic position of the one who suffers it. In fact, our experience is directly to the contrary. Our figures show, that 40 per cent of those veterans who have suffered a physical disability, are actually in better positions today than when the impairment occurred. Training has played a part in many cases, but one essential must always be considerate employers, prepared to give a disabled applicant an opportunity to demonstrate that it is not what a man has lost that counts, but what he still has."

Keynote Speech
Dr. W. P. Warner

Dr. W. P. Warner, Director General of Treatment Services, Department of Veterans Affairs, delivered the Conference keynote address. He said that the keynote of any rehabilitation program is adequate medical care, applied through the various stages of rehabilitation.

There are two very important reasons for Canada to establish a rehabilitation program at this time, Dr. Warner said. Canada is facing a possible manpower shortage, and the successful rehabilitation of disabled citizens would provide untapped sources of manpower. Secondly, Dr. Warner noted the problem of geriatrics. Despite a lowered death rate, and increased life span, science has not done everything possible to alleviate the diseases of the older-aged, and to help these people live happy and productive lives.

In establishing a rehabilitation program, Dr. Warner said that the handicapped person must be the focal point of the plan. The doctor must evaluate and develop whatever assets the patient has left and then proceed with the job of rehabilitation. He should seek the advice of other specialists, and with them attempt to make the patient as physically fit as possible. In nine out of ten cases at present this is not being done. Dr. Warner said that the principle has not been firmly grasped that the medical function continues in all stages of rehabilitation, and is a never-ending process. Files on disabled persons should never be closed, he stressed, and periodic check-ups by the doctor and the other members of the team are essential to success.

Stressing the need for teamwork by all those engaged in rehabilitation work, Dr. Warner said that co-operation is essential from the active treatment phase to final placement in employment. He suggested that at present, only a small percentage of doctors are rehabilitation minded.

Turning to the problem of necessary personnel for the operation of any rehabilitation program, Dr. Warner said that it

was important to make maximum use of part-time employees in voluntary agencies. He also felt it would be cheaper and more efficient not to have too many full-time employees paid by governments. In the medical field, he recommended the maximum use of doctors on a part-time, fee-for-service basis. Any rehabilitation program should be closely associated with the colleges, Dr. Warner said. At present there is a need for people with post-graduate university training in rehabilitation work, and the universities would have a beneficial effect on the program and provide useful service.

There are two minimum steps which should be taken now, Dr. Warner felt. Rehabilitation sections should be set up in active treatment hospitals; and community rehabilitation centres established. These community centres could serve to co-ordinate rehabilitation work in the community, and to direct patients to specialists. They could also maintain continuing records, and provide necessary follow-up and checks, Dr. Warner said. In conjunction with these activities, an education program aimed at industry could be conducted. This program could begin on a relatively simple level, he said.

From his remarks, Dr. Warner drew three basic conclusions:—

1. Medical rehabilitation is the cornerstone of any rehabilitation program.
2. Teamwork is one of the essentials of such a program if it is to be successful.
3. The maximum utilization of part-time help in voluntary agencies will be a necessary adjunct of the program.

In a brief discussion which followed Dr. Warner's address, Dr. J. P. Meakins suggested that it is necessary to drop the idea of building more and more convalescent homes. He stressed the value of a dynamic approach aimed at restoring the disabled to useful lives as soon as possible. To do this, it is necessary to begin the rehabilitation process as soon as possible. Dr. Meakins also urged that greater attention be paid to utilizing preventive medicine in regard to the problems of the ageing process. He said that if some objective were found for these people, many of the economic and social hazards of ageing would be eliminated.

Special Placement of Handicapped Persons
Mr. H. C. Hudson

Mr. H. C. Hudson, Supervisor of Special Placements of the National Employment Service, Unemployment Insurance Commission, spoke on the work of the Employment Service in placing handicapped workers.* "During the past five years, it has been proven definitely that the disabled can compete in normal labour markets and work with full efficiency, without endangering their own safety or that of others, and with profit not only to the disabled person but to the employer and the community alike," Mr. Hudson said.

In special placement work there are two main points to be kept in mind:—

1. the individual must be considered as an individual in relation to the demands of individual job requirements;
2. emphasis must be placed on the individual's abilities and not on his disabilities.

There are at present three main placement services available to disabled persons seeking employment in Canada. These are the field staffs of Workmen's Compensation Boards; voluntary agencies working on behalf of groups with specific handicaps; and the National Employment Service. Mr. Hudson said that experience gained by these agencies has shown that "on the average, the injured workman can be placed in employment at wages equal to, or even higher than his earnings prior to the accident which caused his disability."

Mr. Hudson, describing the close liaison which the Employment Service maintained with other groups interested in the successful placement of the handicapped said, ". . . these organizations give tangible assistance in providing disabled persons with counselling, with prosthetic appliances and not infrequently, with actual opportunities for employment. They also render an invaluable service in keeping the problem of the placement of the handicapped prominently before the community as a whole, and in this way render a most useful service in the field of public relations."

The National Employment Service has the widest geographical coverage. "In the field of placement of the handicapped," Mr. Hudson told the Conference, Special Placements Officers confine their activities to those persons, "who, on account of injury or disease of a character which is likely to last for more than six months, or on account of congenital condition, are substantially handicapped in obtaining or keeping employment of a kind generally suited to their age, previous experience, and qualifications."

Mr. Hudson said that in choosing Special Placements Officers, every effort is made to choose people who have a genuine interest

* For a detailed account of N.E.S. work see L. G. June 1950, pp. 801-806.



Vocational training plays an important part in the rehabilitation of disabled veterans at Sunnybrook Military Hospital in Toronto. Delegates to the National Conference on Rehabilitation, are shown above, inspecting the work of one of the patients.

in the problems facing the disabled. Training for this work, is a combination of formal and on-the-job training. These officers are also encouraged to maintain a close working alliance "with all agencies in the community . . . engaged in any phase of rehabilitation work." In particular, close co-operation is maintained with the Department of Veterans Affairs; and of 11,382 placements of handicapped in 1949, approximately one-half were disabled veterans, the speaker said.

There are still gaps to be filled in the Employment Service, Mr. Hudson said. Outlining these gaps he said: "in the five provinces bordering on the Atlantic and Pacific oceans, we have at present less than two dozen men and women engaged in what we call Special Placements activities, and some of these officers have responsibilities towards entry applicants as well as the placement of the handicapped. As a matter of fact in the whole of Canada, although there are 181 offices in the entire employment chain, only 32 offices now have full time special placements staff. This specialized service should, accordingly, be expanded to possibly 75 other offices in smaller centres."

Mr. Hudson stressed several factors important to effective placement of the handicapped. The placement officer must first have a thorough understanding of the applicant's training, background, and physical capacities; handicapped persons must then be approached on an individual basis, and once the placement is made, continuous follow-up must be maintained. He pointed out the difficulty of laying down any specific rules as to the frequency of follow-up visits, but suggested two to three visits in subsequent months to see that the employee is satisfied, and that the man is well adjusted to his job. In closing, Mr. Hudson said that there must be more training facilities provided for rehabilitation workers.

Vocational Guidance and Counselling and the Training Process

Mr. Edward Dunlop

Mr. Edward Dunlop, Executive Secretary of the Canadian Arthritis and Rheumatism Society, spoke on the various phases of guidance, counselling, and training of the handicapped. He defined vocational guidance as a process of assisting the disabled to choose, prepare for and successfully enter employment fields. The guidance worker must not attempt to tell people what they should do, Mr. Dunlop said; but rather attempt to help the disabled reach a sound decision as to their vocational objective.

Vocational training must be part of any plan for the attainment of a suitable job objective. Mr. Dunlop said that many of the facilities presently existing could be used for this purpose. For example, DVA has made use of existing training schools, with little change or modification. However, while these facilities were available for rehabilitation work, they were of little use if not fully utilized, Mr. Dunlop said. He suggested that the provision of living and other allowances would increase the use made of them for this purpose.

"We may safely assume that between 100,000 and 150,000 disabled Canadians need rehabilitation," the speaker said. Canada needs a rehabilitation program and the opportunity for emancipation from the effects of injury should be regarded as "a fundamental right of citizenship," Mr. Dunlop told the Conference.

In his own opinion, surveys could not adequately establish the extent to which rehabilitatoin services are a need, Mr. Dunlop said. He proposed that the specifications of a minimum standard of services be decided upon, and that all interested groups, federal, provincial, and voluntary, should participate. ". . . I suggest the adoption of a frankly empirical approach. On the basis of a reasoned estimate of the numbers requiring service, the necessary rehabilitation facilities should be created . . . On this empirical basis, I suggest that provision be made at the outset sufficient for the rehabilitation of 15,000 disabled Canadians annually," Mr. Dunlop said.

The basic unit in such a program would be a provincial rehabilitation agency, authorized to provide all phases of a rehabilitation program. Mr. Dunlop said "constitutional considerations dictate, and practical considerations make it desirable, that the agency providing the basic rehabilitation services be operated by provincial governments." However, federal participation was essential to the success of such a plan, he said, and he recommended grants-in-aid, and conditional grants, as the best form of federal help.

Guidance would be closely related to all phases of the program. While there is a lack of trained guidance personnel, Mr. Dunlop warned that this lack should not be allowed to retard the program. Much of this personnel training could be performed on the job, he said.

Mr. E. J. Taylor

Mr. E. J. Taylor, of the staff of the *New York Times*, and Instructor in Physical Medicine and Rehabilitation at New York University, addressed the dinner meeting of the Conference. The Hon. Paul Martin welcomed the speaker to the Conference and briefly described Mr. Taylor's experience in the rehabilitation field. Mr. Martin said he felt the Conference had been a success and would produce notable results. All the eleven governments and the voluntary organizations would have responsibilities in any program formulated by the delegates, Mr. Martin said.

Mr. Taylor opened his remarks by calling attention to the current state of world affairs. It is necessary that the free countries remain strong, he said. One of the most important weapons in building a strong, free world would be the production potential of the United States. Manpower would therefore assume a role of increasing importance, and even now the United States' manpower situation was tightening, Mr. Taylor said. The United States would have to balance any manpower superiority possessed by a potential enemy with superior productive capacity.

As the available supply of manpower becomes more limited, there are three ancillary sources which could be utilized, he said. These are women, older workers, and the disabled. The greatest possible utilization of these sources is of utmost importance, the speaker said.

Praising the work of women who had come out of their homes to engage in war work during World War II, Mr. Taylor said the present situation was different. An actual state of war existed at that time, and the crisis was not in the nature of a long and uncertain cold war. Mr. Taylor stressed that it would not be right to take women out of their homes for a long unspecified time. It will be necessary he said to utilize the abilities of older workers and the disabled to a greater extent.

Mr. Taylor said that from the industrial viewpoint, few people are completely fit physically. Less than ten per cent of the working force are physically able to per-

form all types of work, and in addition, at least ten per cent have some impairments. A study recently made in Sweden indicated that there is actually some type of work within the abilities of practically everyone, he said.

It is impossible to know how many disabled there are in the United States, Mr. Taylor said, because it is not possible to define what handicap is. The only method of estimating the number of disabled is by sampling. Estimating that there were about 28 million people in the United States possessing some form of chronic disability, Mr. Taylor said that probably 2 to 3 million of these required specialized rehabilitation services.

Mr. Taylor mentioned some essential factors which must be borne in mind with regard to the disabled. These are:—

Physical disability is not an impairment if there is correct placement;

The overcompensated skills possessed by the disabled help to even up any differences between handicapped and non-handicapped;

The handicapped have the advantage of greater motivation in attaining their objective.

Better placement is essential.

Rehabilitation is essentially an effort to provide training and help, so that the disabled person can live as effectively as possible with the abilities that he has left, Mr. Taylor said. He urged that people consider the ability rather than the disability.

Doctors in the field of physical medicine have become greatly interested in rehabilitation, especially as a result of the work done with veterans, Mr. Taylor said. The medical profession is now treating each of these people as an individual problem. One very good feature of this new interest has been the increase in training facilities for doctors in the field of physical medicine. There are now 15 or 16 American medical schools giving training in this field, as compared to only 3 a few years ago. Mr. Taylor stressed that medicine is the key to the problem of rehabilitation.

Noting that age levels were becoming higher as medicine and science advanced, he said that chronic disabilities also increase as the death rate decreases, and thus a rehabilitation program becomes more essential.

Closing his remarks, Mr. Taylor said that while adequate physical facilities are necessary, we should make greater efforts in rebuilding the abilities of people. Institutions, he said, are not needed as much as good rehabilitation.

Decisions of the Conference

Working Committees

Following the opening speeches, the Conference was divided into two working committees. The committee on "Medical Rehabilitation in Canada" was under the chairmanship of Dr. J. P. Meakins, representing the Association of Canadian Universities. The second committee, on "Vocational Guidance, Training and Placement," was under the chairmanship of Dr. G. Fred McNally, representing the National Advisory Council of Vocational Education.

The reports of these two committees were subsequently adopted by the Conference in plenary session. Together with a few other resolutions approved by the Conference, they constitute a record of the views of the delegates as to the setting up of a rehabilitation program in Canada.

Summary of Conference Decisions

The Conference recommended the establishment of a civilian rehabilitation program, which would provide services comparable to those now received by veterans. This program would be a co-ordinated undertaking of all governments and voluntary agencies.

To provide the necessary degree of co-ordination and integration of services it was recommended that a National Advisory Committee be set up, and that the Federal Government appoint a National Co-ordinator of Rehabilitation. The duties of the proposed Co-ordinator would include those of secretary to the Committee, and general administrative functions in connection with its operation.

A resolution of the Vocational Guidance Committee recommended that government, labour and employer organizations, encourage the practice, adopted by some employees, of providing jobs for the handicapped. It was further suggested that more widespread training programs for the handicapped be instituted.

The Conference also recommended that the definition of medical rehabilitation should include "all physical and psychological factors which contribute to the restoration of the individual." The Medical

Committee resolutions defined in detail the role the physician should play in any rehabilitation program, and described the necessary facilities and training required for such a program.

Report of the Committee on Vocational Guidance

The report of the Vocational Guidance, Training and Placement Committee was presented by Dr. McNally, the Committee Chairman. The Conference adopted the report as a resolution. The resolution said:—

1. Feeling that the need is evident, this Conference wishes to record its conviction that there should be established forthwith a Canadian Rehabilitation Program for Handicapped Citizens, to be as adequate to the need as is the program of the Federal Government in the interests of the veterans.

2. The Conference recommends that in the establishment of such a Canadian Rehabilitation Program, the following principles to be observed:

(I) That the close co-ordination of effort through the Federal and Provincial Governments, as well as the efforts of all voluntary and private organizations interested, be enlisted in the program;

(II) That throughout there be recognized the necessity for integration and close co-ordination of the several phases of rehabilitation - medical care, vocational guidance and counselling and employment placement;

(III) That the practice of some employers, of making special efforts to accommodate handicapped persons within their employ in suitable positions, be strongly endorsed; and that by bringing this matter to the attention of government agencies, employers' and workers' organizations, an effort be made to encourage all industry to give careful and sympathetic consideration to the fitting of handicapped workers into employment vacancies suitable to their abilities and needs;

(IV) That the recommendations of the International Labour Conference on Vocational Training (1950) quoted on page IV-58 *et seq.* of the volume "Background Data for the National Conference on Rehabilitation" be endorsed, and as well, the recommendations under the Montreal Plan, appearing at page V-11 *et seq.* of the same volume;

(V) That Canada should declare each year one week to be "Employ the Physically Handicapped Week", with the dates to coincide with those of a similar week adopted in the United States, in order to focus public attention on the possibilities of employment of the handicapped;

(VI) That, recognizing the great worth of all measures to obviate accident and diseases, public attention should be called from time to time to the importance of the work being performed by those agencies or organizations having for their objective the prevention of accidents or the promotion of sound health.

3. Having regard to the administrative necessities of inaugurating and prosecuting a program as now endorsed the Conference recommends:

(1) That efforts be made to effect agreement between the federal and provincial authorities, to the end that it shall be possible for handicapped persons to obtain such training as may appear appropriate and suitable, and that adequate allowances may be available to handicapped trainees during training;

(II) That the Federal Government be requested to study the present adequacy of personnel and physical arrangements for interviewing and placing handicapped workers through the National Employment Service, with a view to ensuring that personnel shall be trained especially for their exacting duties, and that each local office, where the need be indicated, shall offer appropriate placement facilities for the handicapped;

(III) That all staff members associated with the Rehabilitation Program shall receive appropriate and adequate training;

(IV) That the formation of Provincial and Community Councils, to coordinate rehabilitation activities within the respective area, be given every encouragement;

(V) That the Government be requested to make available a sufficient number of copies of the volume of "Background Data", in order that copies may be provided to interested organizations in reasonable quantities, as the book contains very valuable material.

Report of the Committee on Medical Rehabilitation

The Committee on Medical Rehabilitation presented two reports to the Conference for its consideration. The first was a report of a medical sub-committee and the second the main report of the Committee itself, including resolutions. The Committee was of the opinion that it was necessary and advisable to pronounce general principles or concepts which should, in part at least, govern a rehabilitation program and in particular the medical side of such a program. The medical sub-committee of this Committee, made up of Doctors E. H. Botterell, Hoyle T. Campbell, Campbell Gardner, F. D. Mott, and K. C. Charron, arranged certain principles and concepts which were submitted as a report to the Committee on Medical Rehabilitation.

An agenda prepared for the use of the Medical Committee contained several defi-

nitions and ideas for the committee's use. Rehabilitation was defined as the restoration to a former capacity. This would be achieved by a process described as "the inter-relation of services needed for the successful establishment of disabled persons . . . which is to develop and restore the disabled individual to the fullest physical, mental, psychosocial, vocational and economic usefulness of which he is capable, within the restrictions inherent in his environment."

Report of Medical Sub-committee

The sub-committee believes that two of the absolute essentials of rehabilitation are:—

(1) The patient and the doctor must be convinced that rehabilitation is necessary and possible.

(2) An accurate assessment of the patient's medical state is necessary so that rehabilitation will not be wasted.

In order to simplify the problem of assessment, we suggest that illness might be divided into four categories:

(*a*) Those simple ailments which require no rehabilitation and following which the patient may return directly to his former occupation, e.g., an uncomplicated appendectomy.

(*b*) Those ailments associated with old age or occurring in the aged where it is obviously hopeless to expect any form of rehabilitation to fit the patient for future service to the community and therefore these patients can also return home and do not require rehabilitation.

(*c*) Those special problems which are of such magnitude as to require a special unit for their adequate rehabilitation —(blindness, paraplegia, tuberculosis, mental illness, arthritis of certain types, some varieties of deafness, spastic paralysis in the adult and other such conditions.

(*d*) All the remaining patients who are admitted to hospital.

It is obvious that some patients will be difficult to categorize and one group may merge into another. Our first duty would appear to be to train the medical and associated professions to adequately perform these functions.

Rehabilitation consists largely of motivating the patient and should start as soon as possible after commencement of his illness. We suggest that the responsibility for the patient's rehabilitation rests primarily with the attending physician or surgeon. However, full use should be made of specialists, such as orthopaedic surgeons, physiatrists and others, and when called in they should assume joint responsibility with the patient's



Adequate therapeutic treatment, under continuous medical supervision, is an essential of successful rehabilitation. The picture shows a patient receiving whirlpool bath treatment at the Rehabilitation Centre of the Quebec Workmen's Compensation Board in Montreal.

own doctor. It is the duty of the university and teaching hospitals to present this concept in their teaching.

This problem might be simplified by presenting it as follows:—

I. Rehabilitation in University Centres.
   (*a*) Teaching general hospitals.
   (*b*) Special Rehabilitation Centres.
II. Large General Hospitals (non-teaching) and Regional Units.
III. Small Hospitals.
IV. Special Disabilities.
V. Children.

I. *Rehabilitation in University Centres.*—It is recommended that rehabilitation units be established first in university teaching general hospitals. In addition, in order that this process may be carried out economically and efficiently, it would seem wise to construct in close proximity to the teaching general hospital and within its organizational framework, a unit or units which can continue the process either on an in-patient or an out-patient basis.

Should the patient then require prolonged hospitalization for purposes of retraining and rehabilitation, he may be transferred to one of these specially designed lower cost hospital beds, following which he will be referred to the out-patient department and followed there.

The concept of rehabilitation in teaching general hospitals as outlined above, in addition to providing the best possible facilities to rehabilitate the patient, is designed to train the medical and allied professions in the field of rehabilitation so that doctors, nurses, occupational and physical therapists, social workers, and others who go out into the community will further these aims.

In addition, following the institution of the above, we recommend the provision of a special unit associated with the university and available to all hospitals within its orbit, designed primarily to deal with the following problems:—

i. The long term group of patients.
ii. Geriatric problems which require rehabilitation.
iii. The severely disfigured.

II. *Large General Hospitals and Regional Units.*—The principles and resources in rehabilitation, similar to those described in a teaching general hospital, are necessary for this type of hospital, with the special personnel and facilities required for teaching excluded. This type of unit might be established also on a geographical basis throughout the country to serve populous regions. This regional unit should be associated with a hospital, and available not only to its staff but to the general practitioners in the area. The administration of this centre should be arranged so as to offer every facility and co-operation to the general practitioner.

III. *Small Hospitals.*—For the small hospital we would urge the creation of a section of physical medicine with whatever resources may become available and, in particular, the employment of a qualified occupational physical therapist under the direction of the medical board of the hospital.

IV. *Special Disabilities.*—These disabilities include blindness, paraplegia, tuberculosis, mental illness, arthritis, of certain types, some varieties of deafness, spastic paralysis in the adult and other such conditions.

We recommend that the existing special organizations and centres that have been evolved for the treatment of these profound disabilities, should be used to the maximum and where possible every effort should be made to avoid duplication of existing resources where they can be utilized for other allied disabilities. In certain circumstances it might be necessary to provide new facilities.

V. *Children.*—The same principles which have been outlined above, for the rehabilitation of adults, apply to children, with special emphasis on education and other details applicable to the young.

It was moved, seconded, and carried that the Conference receive, with its thanks and appreciation, the report of the sub-committee as approved by the Committee on Medical Rehabilitation and that the full report be incorporated in the proceedings of the Conference. It was further agreed that while limitations of time did not permit of detailed consideration of all the points raised in the report, the Conference should go on record as giving its specific approval to the section of the report marked 1 (*a*) and (*b*) Rehabilitation in University Centres.

Resolutions on Medical Rehabilitation

1. It was moved, seconded, and carried that the Conference go on record as approving the following:—

   (*a*) The definition of medical rehabilitation includes all those physical and psychological factors which contribute to the restoration of the individual. These factors include diagnosis, treatment and medical evaluation in relation to his previous status, other skills or occupations in order to prepare him physically, mentally, socially and vocationally for the fullest possible life compatible with his abilities and disabilities.

   (*b*) A primary concept of any rehabilitation program must be the provision of adequate preventive and curative services for children with congenital or acquired disabilities. Some of the major points for consideration are:

   i. Appropriate methods to insure early location and specialist diagnosis.

   ii. Adequate facilities for preventive measures and a complete treatment program which considers the child as a member of a family and the community.

2. It was moved, seconded, and carried that there should be medical supervision in vocational training, selective placement and employment and in the follow-up of employed and unemployed rehabilitants.

3. It was moved, seconded, and carried that:

   (*a*) The training of physicians, surgeons and specialists should include an appreciation of rehabilitation evaluation and methods; that the training of physiotherapists, occupational therapists, social workers, public health nurses, etc., should include objective methods and appreciation that rehabilitation is team work to restore the injured and crippled to maximum physical and psychological status.

   (*b*) The term "status" in its present function means all useful work under the following categories:

      (i) placement in competitive employment,

(ii) selective placement,

(iii) sheltered employment,

(iv) home duties and activities and/or self-care and services for children.

4. It was moved, seconded, and carried that ways and means, particularly in the way of bursaries, be made available for the further training of undergraduates and graduates of those professional disciplines concerned with rehabilitation.

5. It was moved, seconded, and carried that financial assistance through the Federal Hospital Construction Grant should be made available for the construction and equipping of special rehabilitation facilities including rehabilitation centres.

6. It was moved, seconded, and carried that:

(*a*) The medical profession has a responsibility for the prescription of, standards of, and supervision and training in the use of prostheses.

(*b*) Whereas prostheses are a necessary part of treatment, provision of prosthetic appliances should be considered an integral part of medical treatment and where necessary they should be supplied from public funds. Prostheses include any type of appliance or aid necessary to the rehabilitant.

7. It was moved, seconded, and carried that every effort should be made to co-ordinate medical rehabilitation facilities and other rehabilitation services on local, regional, provincial and national levels.

8. It was moved, seconded, and carried that there should be a federal-provincial program to provide funds on a shareable basis and administered provincially to foster, provide and purchase services as the provincial government sees fit through public, voluntary or other agencies.

9. It was moved, seconded, and carried that the Federal General Public Health and Public Health Research grants be interpreted as covering appropriate research in medical rehabilitation.

10. It was moved, seconded, and carried that sufficient moneys be made available through the National Research Council for fundamental research in rehabilitation.

11. It was moved, seconded, and carried that this Committee go on record as expressing the hope that this Conference would be reconvened annually.

Joint Resolutions

Following the presentation and acceptance of the individual reports and resolutions of the two committees, several joint resolutions, containing Conference recommendations for a Canadian Rehabilitation Program were approved. These resolutions forwarded for consideration by the Federal Cabinet were as follows:—

In order to promote local and provincial activity, in order to effect a reasonable degree of co-ordination among the component parts of the program, and in order to disseminate information in all areas, and otherwise to give leadership at the national level, the Conference recommends:

That the Federal Government be requested to appoint, as a full time Federal Official, a co-ordinator for the Canadian Rehabilitation Program for the Handicapped, together with such secretarial assistance as may be deemed advisable;

That the Federal Government be asked to appoint a National Advisory Committee on the Canadian Rehabilitation Program, to be composed of 35 members as follows:

One member from each Province, to be named after consultation with the Government of the Provinces;

Three members to represent the Federal Government;

Six members to represent various health and welfare voluntary agencies;

Four members to represent the medical and allied professions;

Four members to represent organized employers;

Four members to represent organized workers;

Four additional members to be selected by the Federal Government, some of whom shall represent the Universities, and others those persons or groups of persons especially interested in rehabilitation.

The responsibilities of the Committee shall include:

To elect annually its own officers, and to form an Executive Committee;

To review the recommendations of this Conference and to recommend appropriate action for their implementation;

From time to time to review existing rehabilitation facilities and to recommend steps to be taken for their most effective utilization and for their expansion where necessary;

To recommend preparation and distribution of informational material;

To instruct the Executive Committee on duties to be carried out in the intervals between Committee meetings;

To recommend the establishment of working sub-committees as may seem indicated;

To recommend on the subject of rehabilitation policies generally, whether in relation to Government action or the activities of voluntary agencies.

The duties of the Co-ordinator shall include:

Those of Secretary to the Committee;

Preparation of materials for meetings of the Committee and the Executive, including any necessary surveys of facilities or operations;

Other duties as assigned.

* * *

Be it resolved that this Conference record appreciation of the fine documentation which was prepared for use by the delegates, entitled "Rehabilitation of Disabled Persons", and request that it be made available in permanent form.

Be it further resolved that, in the view of all delegates, this Conference served a most useful purpose in advancing the cause on rehabilitation and it is the hope that similar conferences may be convened annually.



News of the accomplishments of Canadian Labour-Management Production Committees often travels beyond the country's boundaries. Recently, the Labour-Management Co-operation Service of the Department received a request for literature to assist in the setting up of a labour-management committee in a Wisconsin manufacturing plant. The company learned of the Canadian service, the personnel manager reported, through an official of the U.S. Federal Mediation and Conciliation Service.

Meanwhile, Canadian LMPC's continue to make notable contributions to increased productivity and better labour-management relations. Recent outstanding accomplishments include the following.

LMPC Studies Packaging

A western meat-packing house reports an improvement in the appearance of its meat products since the LMPC gave its attention to this feature. Committee members at the Winnipeg plant of Burns & Co. Limited study, at their twice-monthly meetings, samples of poorly-prepared or badly-packaged products, determine the causes of the defects and how to remedy them, then make known to the workers how to correct the errors. Local 224, United Packinghouse Workers of America (CIO-CCL), participates in this LMPC.

* * *

A Windsor, Ont., committee at its very first meeting, discussed nine suggestions dealing with ways to increase productivity, adopted three immediately and began investigation of the remainder. The committee is that operating in the plant of Phil Wood Industries Ltd., in which Local 195, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL), is the participating union.

Welding Courses Started

In order to give employees in the finishing trades a second trade, so that they could continue work during slack periods in their own departments, the LMPC at the Collingwood Shipyards Limited suggested that the local collegiate conduct twice-weekly night classes in welding. The shipyard provided two instructors. A large number of shipyard employees enrolled for the course, also some additional Collingwood residents. Labour representatives on this committee are members of Local 4, Industrial Union of Marine and Shipbuilding Workers (CCL).

* * *

Workers' suggestions at the Port Arthur Shipbuilding Company Limited are examined by the shipyard's LMPC. In its first six months of operations, the LMPC dealt with 106 suggestions, accepting 21 of them. Two of these were of sufficient calibre to be considered for the grand prize which will be presented for the best suggestion of the year. Five unions hold bargaining rights at this shipyard and participate in the LMPC, four AFL craft unions and one CCL union.

LMPC Helps in Production Problems

The St. Catharines, Ont., plant of Monarch Knitting Company Limited was recently faced with the problem of producing, on a limited number of machines, a sufficient quantity of a new line of hosiery to determine market acceptance. The union there—Local 800, Textile Workers' Union of America (CIO-CCL)—agreed to the operation of a continuous shift which keeps the machines operating 160 out of the 168 hours in each week, at the same time retaining the forty-hour week.

The company's industrial relations manager declares that the problem was solved only because of the well-founded mutual understanding developed in the mill by the LMPC. "Understanding is an everyday practice now," the manager explained.

A road machinery manufacturing company at Goderich, Ont., takes pride in the improved orderliness and efficiency resulting from a five-week good housekeeping contest. Judging was done by a three-member joint committee, with one member from management, one from the supervisory staff and one from the shop floor. The company is the Dominion Road Machinery Co. Ltd. The union supporting the LMPC is Lodge 1863, International Association of Machinists (AFL-TLC).

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

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Collective Agreements in the Chemical Products Industry

Thirteen international unions as well as a number of regional and local unions act on behalf of employees in the Canadian Chemical Products Industry. The Labour Department has record of 113 agreements covering more than a third of the 44,000 workers employed in this industry. Almost all the agreements provide for grievance procedure, seniority, hours of work, wages, overtime, and holidays with pay. Some 83 per cent of the workers are covered by the check-off, but only 18 per cent by other forms of union security.

WORKERS IN THE CHEMICAL PRODUCTS INDUSTRY

Top left—winding cellulose film off a drum before cutting to standard lengths. Bottom left—mask and gloves are necessary to protect this worker from the substance he is handling. Centre—climbing the side of a huge ammonia tank. Right—examining powder used in the manufacture of smoke screens.



An interesting feature of collective bargaining in the Chemical Products Industry is the variety of unions which act as bargaining agents. Previous industries dealt with in this series of *Collective Agreement Studies** have had relatively few unions bargaining for employees. In contrast to this, at least thirteen international unions as well as many local or regional unions act as bargaining agents for workers in the Chemical Products Industry.

Unions formed primarily of chemical workers, including District 50, United Mine Workers of America (CCL), represent somewhat more than fifty per cent of the workers covered by agreements. Many unions which bargain mainly for employees in other industries also organize chemical workers. The diversification of products manufactured and the close association with many other industries to which chemical products are basic is, in part, responsible for the many unions in the industry. This is shown in the extreme by the organization of workers in one paint manufacturing plant by the Painters' and Decorators' union, an organization of construction workers. Other unions have been attracted to chemical plants through geographic proximity; for example, the United Automobile Workers of America (CCL-CIO) bargains for many chemical plants in the Windsor area where large automobile plants are also found.

No individual union holds a majority of the 113 agreements now in force. The largest number is held by the United Mine Workers of America District 50, and the International Chemical Workers' Union (TLC-AFL), each with more than twenty agreements. From five to ten agreements have been negotiated by each of the United Automobile Workers of America, the International Union of Mine, Mill and Smelter Workers (Ind.), and the group of local unions affiliated with the Canadian and Catholic Confederation of Labour. Other unions each hold four contracts or less. Similarly, no one union represents a majority of the 15,000 workers covered by agreements. District 50 of the United Mine Workers of America and the International Chemical Workers' Union each represents approximately one-fifth of the total number.

* Collective Agreement Study No. 15.

Approximately 44,000 workers are employed in the Canadian Chemical Products Industry. Workers are employed in plants producing basic chemicals or semi-finished chemicals or finished chemicals. Basic chemicals are produced on a large scale and include such products as acids, alkalis, salts, and organic chemicals. Semi-finished chemicals such as plastic materials, crude animal and vegetable oils, dry colours, and pigments undergo further processing in other industries. Finished or fine chemicals, used directly by consumers, include a large variety of products such as paints, medicines, soaps, matches, toilet preparations and photographic materials.

In contrast with the relatively standardized agreements of highly integrated industries in which single unions predominate, contract terms in the chemical industry, bargained by many unions, show considerable variance. In the sections of this article which follow, individual clauses of the contracts are discussed and their incidence shown in accompanying tables.

It should be recognized that in each case the contracts, with few exceptions, apply to all production workers of non-supervisory rank in a single plant. Multi-plant contracts are seldom found.

Duration of Agreements

Employers and employees are usually bound to agreement provisions for a period of one year. Only four contracts have been bargained for a longer term. The majority are automatically renewable from year to year unless the company or the union serves notice to the contrary within a specified time before the expiry date. A lesser number may be renewed from year to year subject to negotiation as illustrated by the following example.

> (*b*) Either party may on ten (10) clear days' notice in writing require the other party to enter into negotiations for the renewal of the agreement within the period of two (2) months prior to the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal.
>
> (*c*) The party giving the notice in accordance with clause (*b*) hereof shall at the same time as such notice is issued, and the party receiving the notice shall within ten (10) days of its receipt of such notice, respectively, present to the other party in writing any proposed modifications or revisions of this agreement.

A few agreements provide that, should the contract be renewed, it will remain effective indefinitely subject to a required number of days' notice. That is, a renewed contract may be terminated or modified at any time so long as the party desiring a change gives the stipulated notice.

For their duration, the bulk of agreements disallow strikes and lockouts and many give employers the right to discipline, by discharge or other means, employees who take part in such strikes. A further clause respecting strikes, found in approximately eleven per cent of the agreements, provides that, should a strike occur despite the contract prohibition, certain operations necessary for the safety and protection of company property will be continued. Ten contracts covering relatively small bargaining units do not contain a "no-stoppage" clause.

Grievance Procedure

All but two of the contracts establish procedures for dealing with grievances which may arise during the term of the agreement. Complaints may usually be carried through various levels of negotiation normally commencing with the immediate supervisor and ending with executive officers of a company. Time limits are frequently set for discussion at each step. Should these negotiations fail, one-hundred of the agreements provide for final and binding settlement through arbitration. Statistical data relative to grievance handling is shown in Table I.

Many contracts stipulate the number of union stewards to be recognized for purposes of the grievance procedure as well as the composition of the grievance committee. Others apparently leave such matters to the union since employee representatives are mentioned only in connection with the part they play at the various grievance stages. Approximately one-half of the agreements covering a like proportion of the workers under contract permit officers of the union, not necessarily plant employees, to assist in grievance adjustment. These may not usually be called upon until a complaint has reached negotiations between the union grievance committee and higher officials of the company concerned. Although union representatives are usually designated to act on behalf of employees in regard to grievances, thirty-eight contracts provide that any employee may take a complaint through the grievance procedure without union assistance if he desires.

Arbitration is the final step in the grievance procedure and is resorted to only after a complaint has progressed through all prior steps without a mutually acceptable solution having been attained. Arbitration decisions are to be final and binding on all parties to a contract.

In most agreements arbitration boards are to consist of three members, one representative of the union, one of the company, and a chairman to be agreed upon by these appointees. The union and the company representatives are to be appointed within a stated number of days and if they fail to agree upon a chairman within a time limit, the third party is to be named in most instances by the appropriate provincial Minister of Labour. A small number of contracts provide for the appointment of an impartial umpire to arbitrate disputes. Like the selection of a board chairman, if the company and the union cannot agree on an umpire, the services of a third party are called upon. Arbitration machinery is not detailed in the clauses of a minor number of agreements.

Any dissatisfaction with working conditions may constitute a greivance under the majority of agreements. The following clause is an example of a broad definition of disputes subject to the grievance procedure:—

> Any dispute, grievance or misunderstanding involving occupational classifications, wages, seniority, hours or other working conditions which any employees or group of employees may desire to discuss and adjust with the Company shall be handled as follows.

Other contracts apparently limit the scope of the grievance procedure to disputes involving interpretation or application of contract terms as exemplified by the following clause:—

> Any dispute, grievance, or misunderstanding arising out of the interpretation or application of any of the terms of this agreement, which any employee or group of employees may desire to discuss, and adjust with the Company, shall be handled as hereinafter set forth.

No reference is made to the categories of complaints which may be classed as grievances in a substantial proportion of the contracts. It should be noted, however, that among contracts which do not specify the classes of disputes which may be taken up as a grievance or which specify that a broad range of disputes relative to working conditions may constitute grievances, the majority limit the powers of the arbitrators by requiring that their decisions conform to the terms of the contract. A sample clause of this type states:—

> In arriving at a decision, the Arbitration Board shall not in any way change, add to or disregard any of the provisions of this contract.

In certain disputes some deflection from the standard contract grievance procedure is permitted under many contracts. Differences arising directly between the company and the union are subject to negotiation between the parties themselves, without resort to various grievance stages, before referral to arbitration. A relatively small number of contracts do not refer to differences arising directly between the company and the union but provide for the lodging of grievances by the companies through the regular channels, omitting certain of the preliminary steps.

Contracts do not generally dictate terms of settlement in adjusting grievances. But a substantial proportion establish the principle of reinstatement with back pay for employees found to have been unjustly discharged. Most of these state that in such circumstances employees must be returned to their former jobs without loss of pay. The remainder stipulate that the question of back pay is to be considered as part of the grievance. To constitute a grievance a discharge must be taken up within a time limit prescribed in the contract.

Grievances settled in favour of employees which result in pay increases must apply retroactively in a small proportion of the contracts analysed, usually to the date the complaint was presented in writing.

The question of pay for employees engaged in grievance handling during working hours is considered in the majority of chemical agreements and none expressly state that such will not be paid time. Generally, designated employees are to be allowed "reasonable time off" without loss of pay for purposes of processing complaints, provided permission is obtained from immediate supervisors. Reasonable time is defined in a number of contracts, for example, one hour per day or five hours per week.

Union Security

The great bulk of employees in organized chemical plants (as indicated in Table II) are not required to become union members. Under only six contracts is a standard union shop established. Approximately twice this number of contracts applying to small bargaining units establish a modified union shop requiring employees hired subsequent to the contract's effective date to join the union and employee members at the effective date to remain so for the life of the agreement. Maintenance of membership is found by itself in ten contracts. These clauses provide that, although no employee is required to join, employees who do join the union must continue their membership.

Union members may voluntarily subscribe to a check-off of union dues as detailed in the greater proportion of contracts. Both the revokable and the irrevocable types of dues deduction are found fairly evenly throughout these agreements. In addition, a compulsory check-off, applicable to all eligible employees, is prescribed in a few contracts, most of which also are union shop agreements.

Seniority

Newly hired workers are considered probationary employees under most seniority provisions and during the probationary months these employees have no seniority. Usually employers are free to dismiss, transfer or otherwise direct probationers without violating any clause of a contract subject, of course, to the rights of employees having seniority. On completion of the probationary term employees acquire full seniority status (see Table III).

Seniority may be estabilshed on a plant-wide basis, on a departmental basis, or on a combination of the two. Most agreements specify the plant-wide type although, on the basis of workers covered, combined plant and department seniority is the more important. Most of the contracts examined cover small bargaining units of 100 employees or less and plant seniority is generally found in this group. Combined plant and department seniority is normally found in larger bargaining units having more distinct departmental divisions.

Consideration of the seniority standing of individuals is called for in layoffs, rehiring, promotions, and in the scheduling of annual vacations. Seldom is seniority the sole consideration in layoffs, rehiring and promotions, individual skills and abilities being also considered. In fact, only when skills and abilities are relatively equal does seniority become the prime factor.

As shown in Table III, the number of contracts which contain clauses covering rehiring is small in proportion to the number establishing rules for layoffs. It seems reasonable to assume, however, that where staffs are increased after a slack period, laid-off employees would be rehired, their seniority being taken into account.

Details of the application of seniority principles are, in general, not extensively covered. Few agreements set out a definite order of procedure to be followed in laying off and rehiring. Nor is the part played

by both departmental and plant-wide seniority always made clear in units which combine the two types of seniority, although more than one-half of these specify that in layoffs plant seniority governs while promotions are to be conducted on a departmental basis. A few specify only the manner in which one of the types is to be applied. A super-seniority clause found in some agreements states that plant officers of locals are to be retained in employment during periods of layoff despite a lack of seniority.

Almost all agreements under which department seniority only is in operation make provision concerning the seniority of employees transferred between departments. An employee's seniority may be immediately transferred to his new department or may be retained in his former department for a limited period. Occasionally a clause is found which states that a transferred employee's seniority will be retained indefinitely in his former department. Among units in which combined seniority is in practice, about one-half discuss transfers. The predominant clause stipulates that seniority will be retained in the former department for a time, most frequently three months.

With regard to promotions, a fairly common provision requires employers to post notices of vacancies some days in advance. During this period, frequently five days, employees may bid for vacant jobs which are to be filled, if possible, from among the applicants. Only a few contracts make it mandatory that promoted employees be allowed a qualifying trial period on new jobs.

Leaves of absence without loss of seniority will be granted under terms of most agreements as indicated in Table III. The necessity of attending union conferences and of taking part in other union affairs gives rise to a leave of absence clause in sixty-two agreements. Such provisions normally permit two or three employees "reasonable time off" during a year for such purposes. A total of four days ranging upwards to three months is held to be reasonable under contracts which limit the time, two or four weeks being most common. Depending on individual agreements, the number of employees who may obtain such leave at any one time is two, three or five. Employees designated for permanent union jobs are to be granted leave for the duration of the contract under a clause found in sixteen agreements.

Agreements which make provision for personal leaves of absence usually state in effect that employees may obtain reasonable leave for justifiable reason upon written application. Only a few mention time limits which will usually be extended if the leave request is made on account of illness.

Actions that will result in loss of seniority are discussed in many contracts. Termination of employment by quit or discharge, absence without permission for a stated number of days and failure to return, or to acknowledge receipt of notice to return, within a specified time after a layoff are common reasons for striking employees from seniority rosters. In addition, employees who remain continuously laid off for a longer period than that specified in the contract lose their previously accumulated seniority. Most commonly the continuous period of layoff during which seniority will be retained is one year. In other contracts the time ranges from six to eighteen months.

Hours of Work

As will be noted from the accompanying Table IV, weekly hours of work vary considerably among chemical agreements. Work weeks of forty, forty-four, forty-five and forty-eight hours are common. Similarly weekly work days of five, five and one-half and six are frequent, five being in the majority. While the five-day week is standard in most agreements and for the majority of workers covered by agreements, weekly hours of more than forty predominate, forty-four or forty-five hours constituting the normal work week for the greater proportion of employees and in the greater proportion of contracts.

Wage Rates

Payment by the hour is the normal method of remuneration, and rates for the various classifications of labour are detailed in the vast majority of contracts. It is not uncommon for newly hired employees to be paid somewhat less than standard rates, but after a period ranging from one to six months standard job rates are applicable. Progressive increases to the job rate become common where the beginner period is longer than three months.

Wage rates established by agreement normally remain in effect for the duration of contracts. Only a small proportion of workers are covered by contracts which permit a general rate adjustment during the contract term. Another small group are entitled to bonuses above standard wages through an "escalator" clause based on the official cost-of-living index.

Only a few contracts make specific provision for adjusting rates when employees

are required to work in more than one job classification during a shift. In such circumstances the standard job rate becomes the rate for the highest paid operation performed, a complete shift to be paid for at that rate. Eight contracts covering 1,207 workers contain a provision of this nature.

A variety of clauses (Table V) were found dealing with wage rates to be paid on transfer. Rate adjustments for employees transferred temporarily to either a higher or lower paid job, found in thirty-two agreements, stipulate that on temporary transfer to a higher rated job an employee must be paid the higher rate. On the other hand, on temporary transfer to a lower rated job, the old job rate is to apply in practically all of these contracts. Twelve, among the same agreements, deal with rate adjustment on permanent transfer. Most frequently, the rate for the job to which an employee is transferred is to apply, although a few require that on permanent transfer to a lower rated job, an employee's previous rate will be paid for a short period.

A small number of transfer clauses do not differentiate between temporary and permanent transfers. Clauses of this nature state that if an employee is required to work on a lower rated job he must be reclassified within a limited time. These clauses vary where the transfer is to a higher rated job, some requiring the higher rate to be paid immediately, others requiring that an employee be reclassified after a period of the same length as that applicable to transfers to lower paid classifications.

The continuous nature of many processes in chemical manufacturing necessitates operation on a shift basis in much of the industry. More than two-thirds of the contracts analysed make reference to shift operation and it is evident that in the majority of these, three shifts in twenty-four hours are worked. Employees assigned to afternoon and night shifts usually receive a bonus in addition to basic job rates. Although the amount varies, five cents per hour is common. Shift provisions may call for a larger bonus for third shift hours than for second. In the fourteen clauses of this type the bonus for the second shift ranges between three cents and five cents and for the third between five and ten cents (see Table VI).

In two circumstances employees are guaranteed a minimum number of hours pay even though they may not have worked that number of hours. First, employees in approximately fifty per cent of the bargaining units, who report for work at the regular time are guaranteed a minimum number of hours of work, or pay for that number of hours, if dismissed for the day for reasons beyond their control. The most frequently found clause in this category sets the minimum at four hours (Table VII). Second, about two-thirds of the employees under agreement are covered by a minimum pay allowance if called to work after having been sent home for that day. Clauses of this nature commonly state that overtime rates will apply with a minimum guarantee of three, four or five hours at the straight time rate or from one and one-half to four hours at the overtime rate depending on the individual agreement.

Overtime and Weekend Premiums

Practically all employees covered by agreements receive premium rates for overtime work. Time and one-half must be paid for hours worked beyond scheduled hours in any day and beyond standard weekly hours in any week under the largest number of contracts, a number of which add a clause stating that overtime rates will not be paid on both bases for the same hours. A lesser number of contracts, but covering a larger proportion of the workers, mention daily overtime but not weekly overtime. In the smallest group, the time and one-half rate is paid only if standard weekly hours are exceeded. In eleven of the contracts allowing time and one-half for overtime, double time applies if a period of overtime exceeds a stipulated number of hours. For example, double time may apply after four hours of overtime work in any day.

Only a few contracts make particular reference to premium rates for Saturday work, or the sixth working day in the week, and these specify that the normal time and one-half overtime rate will apply. A much larger number of agreements deal with rates for Sunday work, or the seventh day, and these divide fairly evenly between time and one-half and double time. The numbers of agreements and the numbers of employees covered by various premium pay provisions are shown in Table VIII.

Rest Periods, Statutory Holidays, Annual Vacations

Daily rest periods receive no consideration in the contracts of the largest proportion of workers. Among contracts which do mention break periods a ten-minute rest twice a day predominates (Table IX).

The number of statutory holidays observed during a year varies from eight downward, although employees in only a small number of bargaining units are entitled to less than

six. It is not uncommon, as is shown in Table IX, for the number of paid holidays to be less than the number of holidays observed. In fact, under a few contracts, it is not stated that any of the days will be paid holidays. Practically all those contracts, under which some or all holidays are not paid for, stipulate that employees required to work on an unpaid holiday will be entitled to premium rates, usually time and one-half. Where all or a portion of the days are paid holidays, premium rates normally apply for work on such days, double time being the predominant rate.

It is notable (Table IX) that contracts covering a substantial portion of chemical workers make no reference to annual vacation periods. This does not mean that employees under these agreements do not receive vacations. In all probability company vacation plans have not been incorporated into the collective bargaining agreements. Furthermore, the plants covered by these agreements are located in provinces which by law require that employees with one year's service be granted a vacation of at least one week.

Among vacation arrangements outlined in contracts, two general types are in evidence, least frequent of which is a uniform vacation arrangement. These provide that employees are entitled to vacations of the same length regardless of individual service. Eligibility is usually obtained after one year of continuous service in line with the requirements of provincial laws and the length of vacation is either one week or two weeks.

The most common type of vacation arrangement is the graduated plan in which the length of a vacation period depends on an employee's service with a company. Seventy-eight of the vacation plans are of this type as compared to eleven uniform plans. Among graduated plans, the majority allow a maximum vacation of two weeks. Employees under a substantial number may qualify for three weeks' vacation annually and rarely is the maximum more than three weeks. Few of the graduated plans allow a vacation of two weeks after one year of service, a third week to be granted after an additional period of employment. An initial vacation of one week after one year's service is the normal arrangement, a second week to be granted after from two to ten years of service depending on individual contracts, two, three, or five years being the most common requirement. Employees covered by agreements which provide a progression to three weeks are required to serve from fifteen to twenty-five years to qualify for the third week, with the exception of those covered by a small number of contracts which specify five, twenty or twenty-one years. In the small number of agreements providing a greater maximum, employees with twenty-five years' service are entitled to a four weeks' vacation, three weeks having been granted after fifteen years.

Under many contracts, employees who have not qualified for the initial vacation still receive consideration. Contracts often state that employees who have completed the necessary service at a particular date are entitled to a full vacation and employees who have worked for several months but have not attained necessary service standing are to receive a vacation, or pay in lieu of vacation, proportionate to their service. It should be borne in mind that under most provincial laws if an employee terminates his employment during a year he is entitled to vacation pay pro-rated on his employment during the year. This provision applies even though an employee has not completed his first year of employment with a firm.

It is to be noted that in order to qualify for a specific vacation, an employee's service must be continuous. Twenty-four agreements set forth certain service rules, a number extensively, establishing the basis for loss or reduction of vacation periods or vacation pay resulting from non-continuity of service. Wide variance was found among clauses of this nature as the following samples indicate:—

Example I—

> An employee shall be deemed to have complied with the requirement above of one year's service with the Company to qualify him for vacation pay if (1) he was in the employ of the Company on the first day of July of the year preceding and (2) within the ensuing fifty-two (52) weeks he shall have performed work at least during forty-three (43) thereof. The same principle shall govern in determining whether an employee has met the requirements of three (3) years' continuous service. Time lost from work by an employee as a result of physical disability covered by the Workmen's Compensation Act shall not be deducted in computing such service credit. Time not exceeding four (4) weeks continuously lost from work by reason of physical disability not covered by the Workmen's Compensation Act shall not be deducted in computing such service credit provided the employee furnishes the Company with proof of such disability and the Company, after investigation, is satisfied that the loss of time was warranted.

Example II—

> Continuous or intermittent absence totalling less than three months . . . will not

affect adversely an employee's eligibility for or participation in the Vacation Plan.

(*a*) In the case of an employee who has not attained eligibility, continuous or intermittent absence totalling three months or more will postpone vacation eligibility for a period equivalent to the absence in excess of three months. Having thus been penalized for absence in excess of three months by postponement of his eligibility date, his participation in the Vacation Plan will not be subject to the further penalty in (*b*) below.

(*b*) An employee who has attained vacation eligibility but who has intermittent or continuous absence totalling more than three months during the twelve months preceding his anniversary date of employment will have his next vacation reduced one-twelfth for each month of such accumulated absence in excess of three months. All absences are to be counted but a fraction of a month in the total of all absences will be disregarded when calculating such reduction. The deduction may be made either in vacation pay or in vacation time as mutually agreed upon by the employee and the Management.

In no case in applying the provisions of . . . (*a*) and (*b*) above should a statutory vacation (one week or less than one week in the case of terminations) be reduced to less than the applicable statutory vacation or allowance by reason of any authorized absence or absence due to illness.

Example III—

Continuous service means active service without interruption except when due to illness, injury or other authorized absence. The vacation period will be computed on a pro-rata basis when approved leave of absence has been granted for thirty (30) days or more.

Example IV—

An employee who has had one month or more on leave of absence other than for sickness or accident shall have deducted one day for each month of leave.

Example V—

Continuity of service shall not be considered interrupted by lay-offs due to lack of work.

The method of computing vacation pay is not always dealt with in the contracts, but among those which do, three methods prevail. The most popular vacation pay clause provides that an employee will be paid the amount of his normal weekly hours at his regular rate. Other contracts specify that employees will receive a percentage—two per cent for one week's vacation, four per cent for two weeks, six per cent for three weeks—of earnings during the preceding year. In other contracts, pay is to be computed by both the above methods, the larger of the two amounts to be paid.

Agreements applying to more than one-third of the organized workers provide that employees leaving the service of a company are entitled to the benefits of unused vacation credits. In such circumstances, employees are usually entitled to pay in lieu of vacation calculated to the date of separation.

Only a small proportion of contracts analysed state that extra vacation privileges will be extended where one of the recognized statutory holidays falls within a vacation period. In such cases an employee will receive either an extra day's holiday or an extra day's pay.

Paid Sick Leave, Group Insurance, Pensions

Paid sick leave is an uncommon feature of chemical industry contracts, and the small number of agreements which mention sick leave plans do not supply detailed information on their operation. They usually specify that lost time resulting from illness will be paid time for a limited period each year. Group insurance health and welfare plans are also relatively uncommon. Where they exist, life insurance and sickness benefits are usually provided. The method of financing plans is not clearly stated in most cases. Eight agreements draw attention to the existence of a pension plan but details are not included in the agreements.

Disciplinary Measures

Penalties to be applied by companies against employees for certain misdemeanors are set forth in less than one-half of the contracts as is shown in Table X. The majority of these deal with dismissals, by which companies are assured of their right to discharge employees for just cause. A list of actions on the part of employees which will result in discharge, with a statement indicating that "just cause" is not limited to the listed actions, may form part of an agreement. The only cause for discharge specifically mentioned in nine contracts is excessive absenteeism. Eleven contracts prescribe the penalty of time dockage for lateness.

Company-Union Consultation

Almost one-half the chemical agreements make certain changes in working conditions subject to consultation between managements and unions. Matters for consultation are generally those for which standard rules would be difficult to adopt or matters where a degree of flexibility is desirable. The various subjects for consultation and their frequency of occurrence among contracts are indicated in Table XI.

TABLE I—GRIEVANCE PROCEDURE

Number of Agreements and Number of Workers Affected by Specified Types of Grievance Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
No Grievance Procedure	2	470
Grievance Procedure	111	14,530
Arbitration Provided	100	13,213
Three-member board	87	11,691
Umpire	7	812
Method not outlined	6	710
Union Representation	111	14,530
Stewards and grievance committee	96	13,073
Grievance committee only	12	1,253
Stewards only	3	204
Scope of Grievance Procedure	111	14,530
All complaints relative to employer-employee relations	58	7,723
Interpretation and application of contract	28	3,870
Not defined	25	2,937
Union and Company Grievances	33	5,549
Direct negotiation between parties	22	3,908
Company may initiate grievances against employees or union	11	1,641
Unjust Dismissal	44	6,869
Reinstatement with back pay	34	4,559
Reinstatement, back pay to be settled as part of grievance	10	2,310
Rate Adjustment Grievance	12	2,909
Retroactive to presentation in writing	8	2,278
Other	4	631
Other Clauses:—		
May request complaining employee's presence at any stage	16	2,796
Employee may process grievance without union assistance	38	5,354
Outside union official may be called at later stages	55	7,359
Pay for grievance handling during working hours	67	8,933

TABLE II—UNION SECURITY

Number of Agreements and Number of Workers Affected by Specified Types of Union Security Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Union Membership Provision	29	2,740
Union shop	6	1,228
Union shop (new employees)	13	692
Maintenance of membership only	10	820
Dues Deduction Provision	87	12,450
Voluntary revokable	36	5,848
Voluntary irrevocable	25	3,700
Voluntary (revocation not covered)	15	1,110
Voluntary (optional as to revocation)	6	990
Compulsory	5	802

TABLE III—SENIORITY

Number of Agreements and Number of Workers Affected by Specified Types of Seniority Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Probation Period Provision	95	13,523
One month	16	1,435
Two months	31	2,760
Three months	35	6,523
Other	13	2,805
Seniority Provision	110	14,430
Plant wide	62	6,116
Combination, plant and department	31	6,702
Department wide only	14	1,312
Other	3	300
Transfer Provisions	26	4,205
Seniority retained in former department (2 weeks to 6 months)	16	3,002
Seniority retained in former department (no time limit)	5	931
Seniority moves with employee	5	272
Seniority Application Provisions	108	13,910
Layoffs	104	13,735
Rehiring	64	8,025
Promotions	96	12,287
Choice of vacation period	43	6,362
Superseniority Provisions	23	3,406
Leaves of Absence Provisions	87	12,562
Union business, reasonable time	62	8,315
Union officials, extended time	16	1,439
Personal leaves	58	8,503
Loss of Seniority Provision	91	11,695
Voluntary quit	82	9,371
Dismissal	82	9,371
Unauthorized absence, stated number of days	42	4,553
Failure upon notice to return to work or notify company within stated time limit	53	7,013
Laid-Off Workers, Seniority Status Provision	72	10,355
Seniority retained, one year	55	6,300
Seniority retained, other length	17	4,055

TABLE IV—HOURS OF WORK

Number of Agreements and Number of Workers Affected by Specified Types of Work-Week Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Five-Day Week	58	7,832
Forty-hours or less	21	2,860
Forty to forty-four hours	6	1,539
Forty-four hours	14	1,925
Forty-five hours	15	1,390
Forty-eight hours	2	118
Five and One-Half-Day Week	27	3,211
Forty-four hours	17	2,284
Forty-five hours	3	376
Forty-eight hours or more	7	551
Six-Day Week	22	3,277
Forty-eight hours	22	3,277
Days per Week and/or Weekly Hours not set forth	6	680

TABLE V—WAGE RATES

Number of Agreements and Number of Workers Affected by Specified Types of Wage Rate Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Rate Scale:—		
Wage rate schedule in agreement	102	13,332
Wage rate schedule not in agreement	6	1,420
Wage rates not covered in agreement	5	248
Lower Hiring Rates	49	5,584
Applicable for three months or less	16	980
Applicable for six months	4	407
Periodic increases to job rate	11	1,968
Range of rates applied on basis of service	15	2,116
Other	3	113
Wage Rate on Transfer	49	7,671
Temporary to higher rated job, paid new job rate	37	5,532
Temporary to lower rated job, paid former job rate	31	5,191
Temporary to lower rated job, paid new job rate	2	251
Permanent to higher or lower rate job, paid job rate immediately	8	1,181
Permanent to lower rated job, paid former rate for limited period	4	954
Employee required to work on lower rated job to be reclassified within stated period	11	1,730
Employee required to work on higher rated job to be paid new job rate immediately	5	1,225
Employee required to work on higher rated job to be reclassified within stated period	2	67

TABLE VI—SHIFT WORK

Number of Agreements and Number of Workers Affected by Specified Types of Shift Work Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
No Reference to Shift Work	32	2,651
Shift Work Indicated, Number of Shifts not Stated	31	4,921
No shift bonus clause	7	273
Shift bonus clause	24	4,648
Five cents per hour	20	2,537
Other	4	2,111
Three Shift System Indicated	50	7,428
No shift bonus clause	9	1,080
Equal bonus second and third shifts	27	4,047
Five cents per hour	21	2,738
Other	6	1,309
Unequal Bonus second and third shifts	14	2,301
Less than five cents per hour second shift	10	2,138
Five cents per hour second shift	4	163
Five to eight cents per hour third shift	10	752
Eight to ten cents per hour third shift	4	1,549

TABLE VII—REPORTING PAY AND MINIMUM CALL PAY

Number of Agreements and Number of Workers Affected by Specified Types of Reporting Pay and Minimum Call Pay in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Reporting Pay Provision	55	8,819
Four hours at regular rate	38	4,071
Three hours at regular rate	8	2,349
Two hours at regular rate	9	2,399
Minimum Call Pay Provision	69	10,498
Less than four hours at regular rate	6	157
Four hours at regular rate	20	3,643
More than four hours at regular rate	4	1,538
Less than two hours at overtime rate	4	142
Two hours at overtime rate	20	2,501
More than two hours at overtime rate	9	1,659
Other arrangement	6	858

TABLE VIII—PREMIUM PAY

Number of Agreements and Number of Workers Affected by Specified Types of Premium Pay Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Overtime		
No Provision	7	745
Time and One-Half	106	14,255
After standard weekly hours	5	425
After standard daily hours	48	8,140
After standard daily and weekly hours	53	5,690
Double Time After Specified Period at Time and One-Half	11	1,180
After stipulated number of hours of overtime	4	450
After midnight (except night shift)	7	730
Weekend Premiums		
Saturday or Alternate Day*	17	2,529
Time and one-half	15	2,465
Other	2	64
Sunday or Alternate Day	84	12,017
Time and one-half all hours	39	6,922
Double time all hours	45	5,095

* Applies all day Saturday where the five-day week is standard and Saturday afternoon where the five and one-half day week is standard.

TABLE IX—REST PERIODS, STATUTORY HOLIDAYS, VACATIONS WITH PAY

Number of Agreements and Number of Workers Affected by Specified Types of Rest Period, Statutory Holidays, and Vacations With Pay Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Rest Periods		
No Provision	65	8,189
Two Ten-Minute Rest Periods Each Shift	36	4,586
Other	12	2,225
Statutory Holidays		
No Provision	3	550
Eight Observed Days	59	8,319
Eight paid days	42	5,167
Seven paid days	3	452
Six paid days	3	253
Less than six paid days	11	2,447
Seven Observed Days	21	2,757
Seven paid days	17	1,915
Less than seven paid days	4	842
Six Observed Days	26	2,963
Six paid days	21	2,791
Less than six paid days	5	172
Less than Six Observed Days	4	411
Agreements in Which Some or all Days are Unpaid	27	4,215
Premium Pay Provision for Work on Unpaid Holiday	26	4,203
Time and one-half	20	3,960
Double time	6	243
Agreements in Which Some or all Days are Paid	101	13,093
Premium Pay Provision for Work on Paid Holiday	98	12,723
Time and one-half	5	1,244
Double time	80	9,752
Double time and one-half	13	1,727
Vacations with Pay		
No Provision	20	3,573
Uniform Plan	11	509
One week	6	165
Two weeks	5	344
Gradated Plan	78	10,853
Two weeks maximum vacation	43	3,909
Three weeks maximum vacation	33	6,134
Four weeks maximum vacation	2	810
No Details of Vacation Plan	4	65
Other Vacation Provisions:—		
Proportionate vacation or pay, employees with less than one year's service	43	5,679
Method of payment provision	66	9,392
Percentage of earnings during previous year	20	1,674
Normal hours at regular rate	37	5,675
Either of the above, whichever is greater	9	2,043
Unused credits payable on separation	34	4,961
Statutory holiday within vacation period	16	2,362
Extra day	9	1,405
Extra day's pay	3	704
Either	4	253

TABLE X—DISCIPLINE

Number of Agreements and Number of Workers Affected by Specified Types of Disciplinary Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Disciplinary Provisions	38	4,919
Dismissal for just cause, list of reasons	23	3,061
Dismissal, persistent absence	9	942
Time dockage, lateness	11	1,229

TABLE XI—UNION-MANAGEMENT CONSULTATION

Number of Agreements and Number of Workers Affected by Specified Types of Union-Management Consultation Provisions in Collective Bargaining Agreements of the Chemical Products Industry.

Clause	Number of Agreements Containing Clause	Number of Workers Covered by These Agreements
Consultation Provisions	46	7,653
Proposed changes in hours schedules	27	5,411
Altering and correcting seniority lists	15	2,896
Proposed changes in job content, classifications, and setting rates for new jobs	7	759
Filling vacancies and upgrading	4	1,103
Proposed changes in employee comfort, health and safety facilities	4	429
Possible work sharing to avoid lay-offs	3	902
Other	4	311

STRIKES AND LOCKOUTS IN CANADA, DURING 1950*

The outstanding feature of the year was Canada's first nation-wide railway strike. This nine-day work stoppage in August of 128,000 non-operating railway workers caused a time loss of a million days. According to a supplement* to this issue of the LABOUR GAZETTE, with the exception of the railway dispute, strike idleness during the year was moderate. Only five other stoppages showed losses greater than 20,000 days and none of these was over 30,000 days.

There were 161 strikes and lockouts in 1950, an increase of 15 per cent over the previous year, but less than the annual average of 230 for the preceding 10 years. In 1950, only 55 strikes and lockouts arose out of disputes over renewals of existing contracts, the great majority of agreements having been negotiated without resort to strike action. The latest figures available show that in 1949 collective agreements in effect covered more than 1,224,000 workers (L.G., Dec., 1950, p. 2023).

For the past five years the impact of steadily rising prices on the family budget of the Canadian worker has been reflected in the number and importance of strikes and lockouts arising out of demands for increased wages. In 1950, this demand for higher wage rates, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 48 per cent of the strikes and lockouts, affected 82 per cent of the total workers and caused 94 per cent of the total time loss. In 1949, 84 per cent of the total loss resulted from disputes over wage increases, 83 per cent in 1948, 91 per cent in 1947, and 96 per cent in 1946.

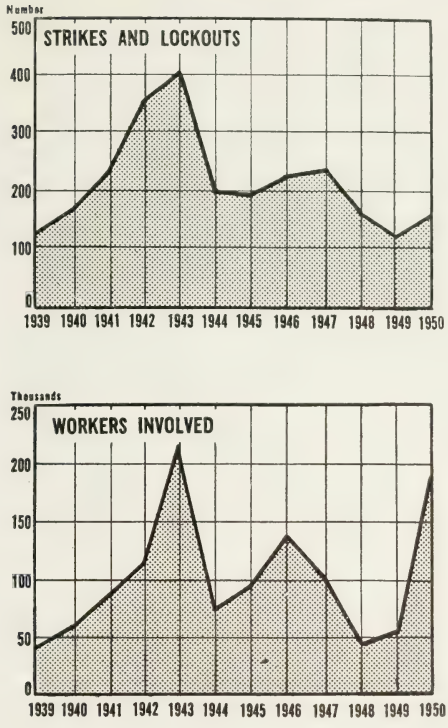
In 1950, the time loss of over a million days in the transportation industry was the greatest ever recorded. Other years with a high time loss in this group were: 1908, 442,000 days; 1901, 300,000 days; 1903, 196,000 days; and 1918 and 1919, 129,000 days each. There were few strikes in 1950 in the mining industry and little time was lost, less than four per cent of the total for the year. In 1949, the greatest loss was in the mining industry, caused by a strike of asbestos miners and mill workers in various centres in Quebec. In 1947, the largest amount of strike idleness was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and New Brunswick. With the exception of 1950, 1949 and 1947, during the last nine years the time lost in manufacturing, with the largest working force of any industry, has been greater than in all other industries combined. In 1950, the time lost in manufacturing was less than 18 per cent of the total and was the lowest recorded since 1941. There were few strikes in the construction industry and the time lost was only two per cent of the total.

The average loss of time for each worker involved in strikes and lockouts was about seven days in 1950, as compared with an average of more than 22 days for the preceding five years. In 1950, about 67 per cent of the stoppages, involving 95 per cent of the workers, and causing 78 per cent of the loss, were settled within 10 days. Eleven per cent of the strikes, involving less than two per cent of the workers, and causing four per cent of the total loss lasted between 10 and 25 days; twelve per cent of the strikes, involving less than three per cent of the workers and causing almost 11 per cent of the loss, lasted between 25 and 50 days; and about seven per cent of the stoppages, involving less than one per cent of the workers and causing five per cent of the loss, lasted longer than 50 days.

* Strikes and Lockouts in Canada During 1950, with Information for Certain Other Countries.

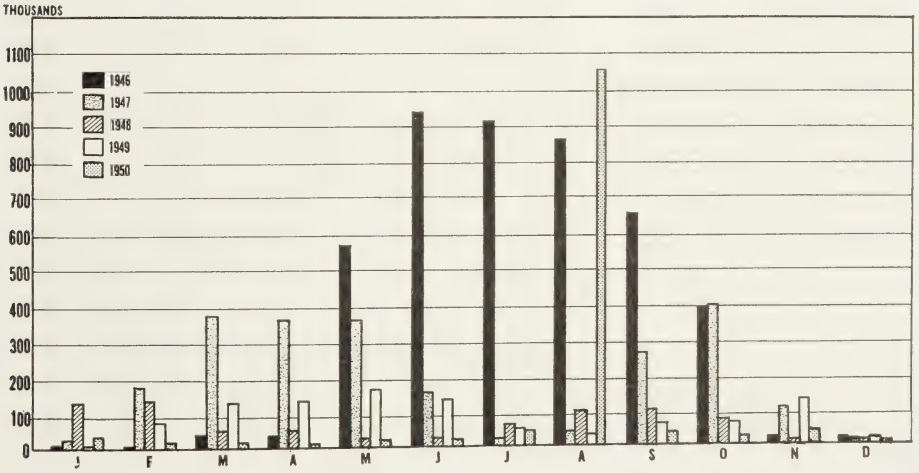
Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1939	120	122	243	41,038	224,588	0·11	5·47	0·04
1940	166	168	894	60,619	266,318	0·12	4·39	0·04
1941	229	231	658	87,091	433,914	0·17	4·98	0·06
1942	352	354	492	113,916	450,202	0·16	3·95	0·05
1943	401	402	651	218,404	1,041,198	0·35	4·77	0·12
1944	195	199	400	75,290	490,139	0·16	6·51	0·06
1945	196	197	418	96,068	1,457,420	0·49	15·17	0·17
1946	225	228	1,299	139,474	4,516,393	1·49	32·38	0·50
1947	232	236	1,173	104,120	2,397,340	0·77	23·02	0·26
1948	147	154	674	42,820	885,793	0·27	20·68	0·09
1949	132	137	542	51,437	1,063,667	0·32	20·68	0·11
1950	158	161	345	192,153	1,389,039	0·40	7·23	0·13

STRIKES AND LOCKOUTS IN CANADA, 1939-1950



TIME LOSS IN MAN-WORKING DAYS

By Months 1946-1950



LABOUR AND THE 1951 CENSUS OF CANADA

Many of the questions to be asked in the 1951 Census will have a special interest for labour. The findings will help to indicate long-term trends of employment and earnings in particular industries and occupations. The census will also tell about steadiness of employment. The following article, by Mr. Herbert Marshall, Dominion Statistician, describes the labour questions that will be asked.

In June of this year the Ninth Decennial Census of Canada will be taken. There will be not only a census of population but also censuses of housing, agriculture, fisheries and distribution (wholesale and retail trades and services). Supplementary information will be obtained about the blind and deaf, irrigation, and livestock and greenhouses elsewhere than on farms.

Many of the questions that will be asked will have a special interest for labour.

Employment and Earnings

On the population document there are nine questions which are primarily concerned with labour force participation and salary or wages to be asked of all persons 14 years of age and over. "What did this person do mostly during the week ending June 2, 1951?" is question 20. This is a question designed to measure the labour force at a point in time that is thought most suitable for providing the best results. The enumerator will check the reply in the appropriate space on the card as "Worked", "With a job but not at work", "Looked for work", "Keeping house", "Going to school", "Retired or voluntarily idle", "Other", and "Permanently unable to work". The tabulations resulting from the answers to this question will be based on a complete survey of Canada and will supply data for small economic areas or regions that the labour force survey* cannot provide. Question 21 calls for a direct reply, "Yes" or "No", from those who do not fall within the first and last categories under question 20. It merely asks "In addition did this person do any work for pay or profit?". Question 22 is "How many hours did this person work?". Replies will be recorded in one of four groups: 1-14 hours, 15-24, 25-34, and 35 hours or more.

Once it has been definitely established who is in the labour force, the question of their industry and occupation arises. Industry is the productive activity toward which each person contributes. The answer to the industry question will tell how many Canadians work on farms, in textile mills, automobile plants, building, retail stores, etc. It will not, however, tell what they do at these plants.

For this the occupation question will provide such counts as number of machine operators, truck drivers, plasterers, sales clerks, etc. The pertinent questions relating to industry and occupation in the census of population document are questions 24 and 25, which are grouped with questions 23 and 26.

For those in the first three categories in question 20 (i.e., for those who worked, had a job but did not work, or looked for work during the week ending June 2, 1951) and for those who, in reply to question 21, say that, in addition, they worked for pay or profit, there are questions on "Name of firm or business—for whom did this person work?" (question 23), "Industry—what kind of business or industry is this? e.g., rubber shoe manufacturing, drug retail trade, grain farming, etc." (question 24), "Occupation—what kind of work did this person do in this industry? e.g., office clerk, sales clerk, auto mechanic, iron moulder, graduate nurse, etc." (question 25), "Is the occupation reported in question 25 the person's usual occupation?" (question 26). Question 27 classifies all persons 14 years of age and over as wage or salary earners, own account, employer or working for no pay. Those who are in receipt of salary or wages are asked in question 28 the number of weeks worked for wages and salary during the twelve months prior to June, 1951. Replies are marked in one of ten categories. The last question on the population document (question 29) asks the wage and salary earnings during the

* The quarterly labour force survey of the Dominion Bureau of Statistics, whose findings are published regularly in the LABOUR GAZETTE is based on a sample of the population.

twelve months prior to June, 1951. Replies fall into ten groups ranging from "none" to $6,000 and over". Wages and salaries should be the amount before deductions are made—not merely "take-home" pay.

These earnings figures will reflect the great rise which has taken place since 1941 in earnings from salaries and wages, already indicated in other statistical sources. The census of population, however, will permit this rise to be related to age, education, birthplace, language spoken, place of residence, and other census variables, so that we can identify the characteristics of the people whose wage and salary earnings have shown the greatest increase and those that have shown the least.

Steadiness of Employment

The census of population will also tell about steadiness of employment; what the average weeks worked during the year are for plumbers, say, as against accountants. Wide variation between different occupations has been shown in previous censuses; in 1951, variation will be limited by the fact that employment has been universally high.

Farm and Fishery Workers

The general farm schedule of the census of agriculture asks how many persons were working for wages at farm work on each farm during the week ending June 2, 1951. Specifically, the enumerator will ask how many were hired the year round, how many were hired by the month as seasonal labour, how many were hired by the day, and how many were hired hourly, on piece work, on contract, etc. Under the heading "Part-time Work", the schedule has two questions: (1) was the amount received from the sale of agricultural products of this farm greater than the income the operator received from all other sources in 1950, excluding income from investments?, and (2) how many days in 1950 did the operator work at non-farm work and at farm work off this farm? Under the heading "Farm Expenditures", there are questions on the wages paid in cash or in kind to hired farm labour (excluding housework and construction labour), and the value of house rent or room and board furnished hired workers.

The census of fisheries will be conducted in two parts. First, in conjunction with the population census in June, which includes everyone, a list will be compiled of all commercial fishermen, classified on three significant bases: number of days fishing; whether fishing on own account, as a partner or on shares, or for wages; and within which of four income-size groups their income from fishing falls.

The second stage of the census of the fisheries will be carried out at appropriate dates later in the season when fishing activities are at a minimum. This will enable a detailed study of the industry to be made. The end product will be information on the number engaged in this important industry, the degree of their dependence on fishing, supplementary sources of income, etc.

Census of Distribution

The census of distribution, like the census of the fisheries, will be in two parts. The first stage, coinciding with the census of population in June, will merely record the names, addresses and a few other data of wholesale, retail and service establishments such as sales-size, etc. Nothing of direct interest to labour will be asked at this stage. The second part will be taken early in 1952. One question, not applicable to incorporated companies, will ask the number of male and female working proprietors, i.e., those actively engaged in the business in 1951. The enumerators will also ask the minimum and maximum numbers of paid employees during 1951 and the months in which these maxima and minima occurred. Only the larger retail stores, i.e., those with annual sales of $150,000 and over, and 10 per cent of those with annual sales of between $30,000 and $150,000, and the wholesale firms will be asked to report seasonal maximum employment by months. The enumerators will ask the total amount paid to all employees during 1951 in salaries, wages, commissions and bonuses. This total amount will be the full amount before deductions for income tax, unemployment insurance and retirement or pension schemes. Value of payments in kind, i.e., meals, lodging, etc., are also to be included. The minimum and maximum numbers of unpaid family or other workers during 1951, including all family members or other persons who worked in the business but did not receive a stated salary or wage, are to be given.

Uses of Labour Force Information

While the Census cannot make a detailed investigation of the skill of each Canadian, it will give much useful information on our human resources. In giving for each part of the country the number of doctors and nurses, carpenters and electricians, housemaids and stenographers, with information for each on age, education, language spoken and other facts, the census will provide a unique record of our manpower

and its skills. The value of such a record will be partly to those who are concerned with public interest in maintaining numbers, for example, of bricklayers, machinists, etc. They will find out whether the age distribution is one in which older members are being replaced by younger men as they retire.

Personnel officers in industry whose job is to recruit for various kinds of work will find it useful to know how many people there are who are skilled in those kinds of work. On the other side, those choosing a career will be given guidance on the kinds of occupations which are being followed, and some indication of the earning levels and regularity of employment in each. Vocational guidance counsellors can do their most useful work when they are supported by a knowledge of the various occupations, the numbers engaged in them in different parts of the country, their ages and other characteristics. The guidance they give depends not only on the aptitudes of the person being guided but on the number of people for whom there appears to be room in the occupation considered. The work of trade unions and any study of the trend of their activities must make use of the census data on numbers of those engaged in the relevant occupations, without which the trend in numbers unionized is not significant.

* * *

An article entitled *The Canadian Labour Force*, which appeared in the January, 1950, issue of the LABOUR GAZETTE, was based partly on information derived from earlier censuses. Reference to this article gives a further indication of the kind of information to be derived from the 1951 Census.

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

The submission of annual briefs to provincial governments and the holding of conventions have highlighted the recent activities of provincial labour organizations.

Summarized below are the contents of briefs presented by organizations affiliated with the TLC and CCL in New Brunswick, Alberta, Saskatchewan, British Columbia, and Manitoba.

The proceedings of conventions of the Ontario Federation of Labour (CCL), and the Industrial Federation of Labour of Alberta (CCL) are also summarized.

New Brunswick Federation of Labour (TLC)

In its annual memorandum of proposed legislation submitted to the Premier and Executive Council of New Brunswick, the New Brunswick Federation of Labour (TLC) presented its requests for amendments to provincial legislation in several fields. The brief expressed disappointment that the Government had not seen fit to institute any of the changes proposed by the Federation in its 1950 brief.

The memorandum suggested that the New Brunswick Labour Relations Act (and other labour legislation) be amended to bring employees of the Government, provincial boards and commissions, and civic and municipal governing bodies, under its provisions. The Federation felt that the exclusion of such employees from the provisions of the Act was unfair.

The Federation said that Section 4 (Unfair Labour Practices) of the Act was inadequate to deal with cases of intimidation or interference in a representation vote ordered by the Board. The brief asked that this section be strengthened to prevent these alleged practices.

The brief asked that three subsections be added to Section 9. These proposed amendments would read as follows:—

> If on an examination the Board is satisfied that not less than forty-five per centum and not more than fifty-five per centum of the employees in the bargaining unit are members of the trade union, the Board shall, and if the Board is satisfied that more than fifty-five per centum of such employees are members of the trade union, the Board may direct that a representation vote be taken.
>
> In determining the number of eligible voters for the purpose of subsection ...., employees who are absent from work during voting hours and who do not cast their ballots shall not be counted as eligible.
>
> If on an examination under subsection .... the Board is satisfied that more than fifty per centum of the employees in the bargaining unit are members of the trade union and that the true wishes of the employees are not likely to be disclosed by a representation vote, the Board may certify the trade union as bargaining agent without a representation vote.

The New Brunswick Government was asked to bring its influence to bear to have price controls imposed. In the rent control field, the Federation urged "that legislation be adopted . . . that can and will be put into immediate effect in this Province if the Federal Government carries out its expressed intention to abolish the remaining controls." The brief also asked that the Provincial Government in co-operation with local authorities make use of Federal funds available for housing to provide a low-cost housing program, and that strict rental controls be a part of this program.

The brief asked that legislation be passed in New Brunswick which would make it compulsory for all employers to grant their employees one day's rest in seven. This proposal specifically mentioned certain service establishments where a seven-day week is observed. Provincial legislation providing a 5-day, 40-hour week, and vacations with pay was also requested by the Federation.

Amendments were requested as well, to the Workmen's Compensation Act and the Industrial Standards and Minimum Wage Acts.

The brief also requested:—

> That inquests be held into all fatal industrial accidents;
>
> Labour representation on all public boards and commissions;
>
> A contributory old age pension scheme providing pensions of $65 a month at age 65 (60 for females), without a means test. (Other recommendations on pensions followed resolutions passed at the parent TLC Convention in September. See L.G., Nov., 1950, p. 1804.)

The Federation also protested against the four per cent sales tax introduced in New Brunswick last year, and suggested that "some other more equitable source (of taxation) should be found."

Alberta Federation of Labour (TLC)

The Executive Council of the Alberta Federation of Labour (TLC) presented its annual brief containing legislative requests, as passed at the Federation's Annual Convention (L.G., Jan., 1951, p. 38) to the Alberta Government. The brief dealt with collective bargaining, hours of work and wages, labour welfare, pensions and social security, the provincial department of labour, workmen's compensation, highway traffic regulations, public utilities and other matters of interest to the Federation.

The Federation asked that the Alberta Labour Act be completely amended and revised so that "provision would be made whereby a trade union would be legally certified and entitled to carry on collective bargaining in its true sense without having to fight the employer every inch of the way. . . ."

Specifically, the brief requested amendment to that section of the Act which, the Federation claimed, allows an employer "to borrow or procure employees who have been engaged in the industry for the required time from another shop, for the purpose of getting them to vote against the union which has made . . . (an) application for certification."

Several other recommendations in the collective bargaining field were presented for the Government's consideration. The Federation asked:—

> That the Labour Act be amended so that the union shop and union security could be granted if a majority of employees in a plant asked for it;
>
> That all votes "should be determined on the basis of a majority of those voting and not on the majority of those affected as at present;"
>
> That awards by arbitration be "retroactive in all cases to the date of application for the appointment of a conciliation commissioner, or to such earlier date as may be fixed by the award board."

The brief also reiterated the Federation's strong stand against compulsory arbitration which was passed at its 30th Convention in October.

Claiming that the "shorter work week is essential to the well being and the advancement of the standard of living of our people," the Federation asked the Alberta

Government for legislation establishing the five-day, forty-hour week without reduction in take home pay. The brief also asked for a minimum wage of 85 cents per hour.

Under the heading of labour welfare, the Federation asked the Government to increase the number of inspectors under the Hours of Work, and Minimum Wage Acts, and to provide more severe penalties for infractions of the Acts.

The brief also suggested a joint "Management-Labour-Government meeting, to be called and held annually," to review and amend the Labour Act. A request was also made for a five cent per hour premium for all afternoon and night shifts, and complete abolition of split-shifts.

In the field of pensions and social security, the brief urged adoption of a $65 a month contributory old age pension, payable at 65 without a means test. The policy of the Alberta Federation on social security is the same as that passed by the parent TLC at its Convention in September. See L.G., Nov., 1950, p. 1804.

Other legislative proposals included:—

A request for the creation of an Alberta Department of Labour;

A request that the Workmen's Compensation Act be amended "to provide for 100 per cent compensation on the earnings received by the worker in the class of work in which he was engaged at the time of accident, the same to become effective from the hour the injury is sustained."

Saskatchewan Federation of Labour (CCL)

The Saskatchewan Federation of Labour (CCL) recently presented a brief to the Saskatchewan Government concerning matters of provincial labour interest.

The Federation asked that the Government take measures to inaugurate the 40-hour week in the province. The brief suggested that the 40-hour week be inaugurated in three steps over a three-year period. The organization recommended that the shorter work week begin in all cities in 1951; in all towns of one thousand and over in 1952; and in all other localities in 1953.

The Federation recorded its complete opposition to compulsory arbitration in any form, and described it as being "extremely dangerous" and providing "no genuine solution to the problem." The brief asked that the Saskatchewan minimum wage law be amended to provide a minimum hourly wage of 85 cents. Other requests included one asking for more inspectors to enforce labour laws; and amendments to the Trade Union Act, The Fair Wage Act and the Workmen's Compensation Act.

Saskatchewan Executive of TLC

The Saskatchewan Executive of the Trades and Labour Congress commended the Government for "legislation beneficial to the workers" passed in the province during the year. The brief particularly noted changes made in the Trade Union Act, the inauguration of health services, and the government's policy of engaging services and goods, "only from such firms and individual business establishments having collective bargaining agreements with *bona fide* trade unions. . . ."

Among the requests submitted for consideration were: a recommendation that the administration of the Apprenticeship Act be revamped to provide for more efficient operation; a request that the Saskatchewan Trade Union Act be amended so that legal counsel could not appear before the Labour Relations Board except on the agreement of both parties concerned; recommendations that the Hours of Work Act, the Holidays With Pay Act and several other Acts be amended.

The Federation also endorsed a brief from the Saskatchewan Fire Fighters' Association, which asked the Government to amend several clauses of the Fire Departments' Platoon Act so that "in negotiating future agreements between the organized firemen and their respective administrations . . . such findings or awards of such an arbitration board shall be made binding upon both parties concerned."

British Columbia Executive of TLC

The British Columbia Executive of the Trades and Labour Congress of Canada, submitted its annual memorandum to the British Columbia Government, presenting its requests for changes and amendments in British Columbia labour laws.

Some sections of the present labour code were described as being "impractical and of no value to either labour or industry." Specifically, the TLC asked for abolition of the supervised strike vote and a shortening of the present cooling-off period

during a dispute. Tightening of the union security provisions of the code was also asked for, and it was suggested that trade unions be restricted to those unions chartered by national organizations.

An amendment to the Annual Holidays Act which would require employers to contribute an amount equal to four per cent of an employee's wages for vacation pay, was requested. It was also suggested that farm and domestic workers be included under the Act.

Other suggestions included in the brief were:—

Abolition of the means test for old age pensions, and increased pensions for the aged;

Provision by law for the five-day, forty-hour week;

Elimination of the mandatory time limit of April 15 for negotiations on municipal employees' wages and working conditions;

Removal of the three per cent sales tax from restaurant meals;

Enactment of a tradesmen's qualification act.

Manitoba Provincial Executive of TLC

In a brief presented to the Manitoba Government, the Provincial Executive of the Trades and Labour Congress and several affiliated organizations asked for new legislation and amendments to present laws.

The Manitoba Government was asked "to impress upon the Dominion Government the dire need for early implementation" of a social security plan. This plan would be on a contributory basis, and cover all types of social security including medical care, 100 per cent compensation for injury, unemployment insurance, widows' maintenance, children's allowances and blind pensions. Under this plan, assistance would also be given to municipalities to provide medical, surgical and dental facilities. The Executive asked the Manitoba Government to increase the present old age pension by ten dollars a month as an interim measure until such a plan is introduced.

The memorandum asked that the Manitoba Labour Board be given power to collect overtime pay due to workmen, and that an investigator be appointed to "enforce observance" of The Hours of Work Act. Reduction of maximum hours of work from 48 to 40, and rigid enforcement, were also asked.

Among the other proposals were:—

A minimum wage of 85 cents an hour for all workers, and the appointment of more inspectors to enforce the regulations;

Amendment of the Fair Wages Act "to bring all Manitoba industries" within its scope;

Improved standards of education for the province;

Increased federal income tax exemptions to $1,200 for single persons and $2,400 for married persons;

A slum clearance program;

Continued rent controls and reimposed price controls;

Labour representation on government boards;

Extensive amendment to the Labour Relations Act;

Legislation providing two weeks' vacation with pay and eight paid statutory holidays.

Industrial Federation of Labour of Alberta (CCL)

The 3rd Annual Convention of the Industrial Federation of Labour of Alberta (CCL) which was held in Edmonton, considered 62 resolutions dealing with price controls, income tax deductions, higher excess profits taxes, a national health scheme and other matters.

The principal speaker at the Convention was Dr. J. L. Robinson, Alberta Minister of Labour. Dr. Robinson praised the organization for its efforts to settle labour-management problems peacefully. He told the Convention that trade unions had achieved the status of a socially recognized force, and must now accept the responsibility of producing more and better goods.

Resolutions

The resolution dealing with price controls asked—"that the Convention endorse the action of the Canadian Congress of Labour in their demands for institution of price controls to reduce the insecurity of the low wage-earner and provide an exact table on all articles remaining at the same price in all areas." The resolution also asked for Federation sponsorship of a publicity program designed to promote the campaign for price and rent control.

On the question of taxation, the Federation asked that union dues be allowed as income tax deductions. Another resolution urged the CCL to continue to press for higher excess profits taxes.

The Convention passed a resolution which asked the Federal Government to enact a national health insurance scheme designed to provide free medical, surgical, optical, dental and hospital care for all citizens. This resolution was patterned after one passed at the CCL Convention in Winnipeg last September (L.G., Nov., 1950, p. 1823).

Ontario Federation of Labour (CCL)

Over 250 delegates, representing Ontario unions affiliated with the Canadian Congress of Labour, met at the Annual Convention of the Ontario Federation of Labour in Toronto. Approximately 50 resolutions dealing with many matters of interest to the organization were dealt with during the two-day sessions.

Among the Convention speakers were Murray Cotterill, President of the Toronto Labour Council; A. R. Mosher, President of the Canadian Congress of Labour; H. W. Forster of the Ontario Workmen's Compensation Board; and E. B. Joliffe, Ontario CCF Leader.

Price and Rent Controls

Several resolutions demanding price controls were presented to the Convention, and consolidated into two resolutions. One resolution commended the action of the major labour organizations in forming a joint committee on price controls (L.G., Feb., 1951, p. 152). The second said in part: "Therefore be it resolved that this Convention of the Ontario Federation of Labour reiterate its demand for protection against the rising cost of living by the imposition of price controls by the Federal Government."

A resolution on housing and rentals asked the Government of Ontario "to call upon the Federal Government to act on the housing emergency by building housing projects for the workers at low cost rentals." A second resolution asked the Ontario Government "to take over rental control" when the Federal Government vacates the field on March 31.

Workmen's Compensation

The Convention passed the following resolutions recommending amendments to the Workmen's Compensation Act:—

> That the Federation urge the Ontario Government to amend the Act so that payment on re-opened claims would be "on the basis of the workers' earnings at the time of re-opening;" that the proposal in the Roach Report (L.G., March, 1951, p. 315) recommending the establishment of labour-management accident prevention committees in plants employing 20 or more employees be adopted.

The Federation also endorsed the recommendations in the Roach Report, and "will press for its acceptance." However, the CCL stand for 100 per cent coverage under the Act will not alter. (This was not recommended in the Report.)

Labour Relations

In the field of labour relations, the Convention recommended several changes in the Ontario Labour Relations Act. The Federation asked that the Act be amended to permit the Labour Relations Board to grant certification without a vote of employees, and that this certification be granted "regardless of the number of members in good standing produced by the union." This was requested because the Federation charged that "company or other interference with organizational activities of a union" often deterred employees from joining a union when they desired to do so. As a result, it was difficult to show 50 per cent or more membership in some plants, the resolution said.

The Convention also asked that the use of injunctions "to prevent peaceful picketing" be stopped.

Despite a strong protest from United Automobile Workers' delegates, a resolution was passed asking that in the arbitration of disputes, one arbitrator agreed to by both parties, be appointed, and paid for by the Ontario Government. The resolution suggested that if the parties could not reach agreement, the arbitrator should be chosen by the Minister of Labour. The resolution also opposed the appointment of Judges as arbitrators.

Hours and Working Conditions

The Convention passed resolutions on hours and working conditions asking:—

> That the Vacation With Pay Act, be amended to make vacation credits a part of wages earned;
>
> That legislation be enacted making statutory provision for payment for public holidays not worked;
>
> That the Hours of Work law, be amended to provide a 40-hour week;
>
> That statutory provision be made giving industrial workers with more than two years' service, two weeks' vacation, and three weeks after ten years.
>
> "That the worker be entitled to . . . vacation pay if he terminates his employment."

Canada Labour Relations Board

The Convention strongly opposed the action of the Canada Labour Relations Board in withdrawing trade union status from the Canadian Seamen's Union because of the union's Communist activities (L.G., Feb., 1951, p. 190). The Board action was defended by A. R. Mosher, President of the CCL, and a member of the Board. The resolution said:—

> Therefore be it resolved that this Convention objects to this decision handed down by the Canada Labour Relations Board and calls upon the Federal Government to revoke the decision of the Board.

The resolution was passed on the recommendation of the Resolutions Committee which reported its view that the Board's action was an assumption of the union's power to settle their own affairs.

Other Resolutions

A resolution was passed asking that the Ontario Government "enact a Labour Code in line with the demands of the Canadian Congress of Labour." Another asked that Canadian Arsenals Ltd., recognize "the legal right of workers employed at Canadian Arsenals Ltd." to have union representation.

The Convention also opposed the imposition of sales taxes and any other form of indirect taxation; and asked that the Ontario Department of Labour be raised to senior status.

A number of resolutions on international affairs submitted by the International Fur and Leather Workers' Union were rejected by the Convention.

Election of Officers

George Burt, Canadian Director of the UAW, was elected Federation President; and Arthur Williams and Sam Hughes were elected vice-presidents. Cleve Kidd, research director of the United Steelworkers of America was re-elected secretary-treasurer.

Memorandum of Legislative Proposals of the Federation

Following the Convention held in Toronto, the Executive of the Ontario Federation submitted its annual brief to the Ontario Government. The brief presented the Federation's legislative requests for 1951, based on the resolutions passed by the Convention delegates.

The Federation expressed dissatisfaction at the practice of allowing intervention in conciliation procedures. The brief said:—

> Our Federation believes that the Board should be instructed that intervention was not provided for in the Act, and it was not in the minds of the legislators that it should be used in this manner. While we appreciate the policy of non-interference in Board procedure by the Minister of Labour, we believe there are times when the legislature must make clear to its administrative boards exactly what was meant by certain sections of the Act.

The Federation also said that there was too much delay in the processing of conciliation matters and recommended that the present waiting period of fifty days should be reduced to fifteen. This procedure would be followed in cases where both parties agreed that "no agreement can be reached without conciliation." It was also suggested that "the final step in conciliation procedure be the conciliation officer," and that he be given the same authority to hear cases as a conciliation board. The brief said that this procedure would reduce costs, speed up the procedure, and solve "the question of neutral chairmen." This section of the memorandum also outlined to the Ontario Government, the CCL position on interference in organization, which the Federation adopted in Convention.

Other Federation requests for amendment to the labour code included:—

> Deletion of that section of the code which prohibits "guards employed to protect property" from membership in a trade union;
>
> Deletion of the section of the Municipal Affairs Act, which prohibits employees of municipalities, boards, commissions, and hospital trusts, from joining unions;
>
> Provision of the check-off;
>
> Deletion of those sections of the Act dealing with revocation of certification.

The Executive expressed the Federation's general satisfaction with the report of the Roach Commission on Workmen's Compensation, but said it was concerned over the Bill which has been drawn up to amend the present Act. The brief said that "the most important of the Roach recommendations is conspicuous by its absence in the Government Bill. We refer . . . to the proposed changes in the existing method of industrial accident prevention." (The Roach report had recommended a four-point program of accident prevention.)

The brief commended the Ontario Government for reducing the waiting period in compensation case from seven to five days, but said that "the Federation wants complete abolition of the waiting period." Failing this, it was suggested that a three-day waiting period be adopted. The raising of ceilings on compensable earnings to $4,000 and the increasing of basic allowances were also commended.

The Federation expressed pleasure at the announcement by the Ontario Government that rent control legislation would be enacted to replace federal rent controls when they are relaxed; but urged the establishment of "Rent Control Boards with labour representation, to which either landlord or tenant may apply to establish or maintain just rents."

Several other legislative proposals were presented to the Government for consideration. These proposals were all based on Convention resolutions, and dealt with such matters as sales taxes, old age pensions, mining, factory inspection, jury duty and hours of work and vacations with pay.

Canada Ratifies Four International Labour Conventions

On March 6, the Hon. Milton F. Gregg, Minister of Labour, announced that Canada had ratified four International Labour Conventions dealing with employment conditions on sea-going ships. The four Conventions were adopted at the 28th Session of the International Labour Conference.

Mr. Gregg pointed out that the Canada Shipping Act already contained provisions equivalent or superior to those of the Conventions.

Two of the Conventions dealt with shipboard food and ships' cooks. Countries ratifying these Conventions agreed to promote proper standards of food supply and catering services on sea-going ships, and to employ qualified inspectors to see that the standards were maintained. Only certified cooks were to be employed, and the authorities would arrange to examine cooks and issue certificates of qualification.

The third Convention provided that ratifying countries would arrange for the medical examination of seamen and would issue certificates attesting to each seaman's fitness of sight and hearing, and that he was not suffering from any disease which would make him unsuitable for work at sea or a danger to the health of others on board.

The last of the four Conventions provided for the examination of seamen who wished to qualify as able seamen, and the granting of certificates to successful candidates.

The Minister explained that these Conventions would come into force only after a specified period following ratification by a representative number of the leading maritime nations, including Canada.

Summary of Conventions

The following summary gives more detail concerning the four Conventions.

No. 68:

Convention Concerning Food and Catering for Crews on Board Ship

Adopted at the 28th IL Conference, Seattle, 1946. Previously ratified only by Bulgaria and France. Comes into force six months after being ratified by nine of the leading maritime nations including Canada.

Member States ratifying are required to promote proper standards of food supply and catering service for crews of sea-going vessels (whether publicly or privately owned), in close co-operation with organizations of shipowners and seafarers, and with national or local authorities who are concerned with questions of food and health. The competent authority shall make necessary regulations for food and water supplies, catering, galley facilities, store-rooms and refrigeration, and the certification of caterers. Qualified inspectors must be employed to make careful inspections of the above and to recommend improvements, with penalties for failure to comply. Courses of training for ships' caterers are to be arranged, and up to date information on nutrition and food handling prepared and made available.

No. 69:

Convention Concerning the Certification of Ships' Cooks

Adopted by the 28th IL Conference, Seattle, 1946. Previously ratified by Bulgaria, France and United Kingdom. Comes into force six months after ratification by nine of the leading maritime nations including Canada.

Member States ratifying are required to make sure that no person is engaged or employed as cook on a sea-going vessel unless he holds a proper certificate of qualifications, although exemptions can be granted if the supply of certified cooks is inadequate. The competent authority is to arrange for examinations, and the granting of certificates of qualifications based on certain standards.

No. 73:

Convention Concerning the Medical Examination of Seafarers

Adopted at the 28th IL Conference, Seattle, 1946. Previous ratifications by Bulgaria and France. Comes into force six months after ratification by seven of the leading maritime nations including Canada.

Member States ratifying shall make regulations covering all sea-going vessels (except vessels under two hundred tons, primitive wooden vessels, fishing vessels and estuarial craft) for the medical examination of all seafarers who are crew members. The competent authority shall, after consultation with organizations of employers and seafarers, arrange to issue a medical certificate to each seafarer after examination, attesting to his fitness of sight and hearing, and that he is not suffering from any disease likely to be aggravated by, or render him unfit for, service at sea, or likely to endanger the health of others on board. Such certificate shall remain in force for a period not exceeding two years.

No. 74:

Convention Concerning the Certification of Able Seamen

Adopted at the 28th IL Conference, Seattle, 1946. Previous ratifications by France and Netherlands. Comes into force July 14, 1951, one year after the second ratification (by Netherlands).

Member States ratifying are required to pass regulations that able seamen must be certified as qualified to perform any deck duties (except specialists' duties). The competent authority shall hold examinations and grant certificates as able seamen to men of minimum age and deck experience who are able to pass the examinations of the proficiency. The minimum period of deck experience for new applicants shall be 36 months, except for men who have taken an approved training course and who have 24 months at sea, or who have trained for 18 months in approved sea-going training ships.

List of Conventions Ratified by Canada

Canada has now ratified a total of 17 International Labour Conventions. These are listed below, by number, name and date, and with the number of the Session of the International Labour Conference at which they were adopted.

No. 1—Hours of Work (Industry) Convention, 1919—(First Session).

No. 7—Minimum Age (Sea) Convention, 1920—(Second Session).

No. 8—Unemployment Indemnity (Shipwreck) Convention, 1920—(Second Session).

No. 14—Weekly Rest (Industry) Convention, 1921—(Third Session).

No. 15—Minimum Age (Trimmers and Stokers) Convention, 1921—(Third Session).

No. 16—Medical Examination of Young Persons (Sea) Convention, 1921—(Third Session).

No. 22—Seamen's Articles of Agreement Convention, 1926—(Ninth Session).

No. 26—Minimum Wage-Fixing Machinery Convention, 1928—(Eleventh Session).

No. 27—Marking of Weight (Packages Transported by Vessels) Convention, 1929—(Twelfth Session).

No. 32—Protection Against Accidents (Dockers) Convention (Revised), 1932—(Sixteenth Session).

No. 63—Convention Concerning Statistics of Wages and Hours of Work, 1938—(Twenty-Fourth Session).

No. 68—Food and Catering (Ships' Crews) Convention, 1946—(Twenty-Eighth Session).

No. 69—Certification of Ships' Cooks Convention, 1946—(Twenty-Eighth Session).

No. 73—Medical Examination (Seafarers) Convention, 1946—(Twenty-Eighth Session).

No. 74—Certification of Able Seamen Convention, 1946—(Twenty-Eighth Session).

No. 80—Final Articles Revision Convention, 1946—(Twenty-Ninth Session).

No. 88—Employment Service Convention, 1948—(Thirty-First Session).

Thirty-fourth Session of International Labour Conference

Opening in Geneva, Switzerland, on June 6, the 34th Session of the International Labour Conference will bring together representatives of workers, employers and governments from most of the 62 member countries of the International Labour Organization.

Principal items on the agenda are as follows:—

Objectives and minimum standards of social security;

Industrial relations, including collective agreements and voluntary conciliation and arbitration;

Co-operation between public authorities and employers' and workers' organizations;

Equal remuneration for men and women workers for work of equal value;

Minimum wage fixing machinery in agriculture;

Holidays with pay in agriculture.

The Conference will also debate a report on world labour and social conditions to be submitted by the Director-General of the ILO. It will carry on its annual task of reviewing the way member countries are implementing the Conventions and Recommendations adopted at previous sessions of the Conference. It will also consider financial and budgetary questions.

Social Security

During the 1930's the ILO adopted a series of Conventions on various aspects of social security. However, in 1949 an ILO committee of social security experts expressed the view that these Conventions were now out of date.

"The concept of social insurance," according to an ILO memorandum dealing with the agenda of the forthcoming Conference, on which the Conventions and Recommendations adopted by the Organization in the past are based, has been undergoing rapid transformation into a new concept, that of social security. The original systems have been widely extended and fundamentally changed. Furthermore, the less developed countries have begun to legislate on social security and have encountered special difficulties which the

existing Conventions, drafted mainly on the basis of European experience, do not take fully into account. To enable the International Labour Organization to fulfil its responsibility as the international agency competent for social security questions, it is appropriate that the progress of the last few years and the needs and experience of all regions of the world should be reflected in new or revised international instruments, and that fresh impetus and new objectives should be given to the social security movement. It seems, however, that the first step in a program of revision of the Conventions relating to social security should be not the revision of any particular Convention but the consideration of a new general social security Convention. It has seemed essential that such a new Convention should take fully into account the extent to which action can be taken, now and in the near future, in countries in which social security legislation is highly developed, as well as in countries in which social security legislation is still in its first stages. For that reason, this item is worded: 'Objectives and Minimum Standards of Social Security'."

The item will be given "first discussion" only at the 1951 Conference, under the ILO "double discussion" procedure,* and will be considered further at a later session.

* The usual practice of the ILO, in formulating international regulations on labour questions, is to consider a subject at two successive Conferences before adopting a text in final form.

Industrial Relations

This subject was given "first discussion" at the 1950 Conference (L.G., Aug., 1950, p. 1152). This year's Conference will consider the adoption of two Recommendations, one concerning collective agreements, the other concerning voluntary conciliation and arbitration.

Co-operation

The subject of co-operation between public authorities and employers' and workers' organizations has been on the agenda of previous Conferences, but in each case discussion has had to be deferred owing to the pressure of other business. The question is to be given "first discussion" this year.

Equal Pay

The 1950 Conference gave "first discussion" to this subject, which is now to be considered with a view to the adoption of a Convention and/or a Recommendation. A report on last year's discussion appeared in the August, 1950 Labour Gazette (p. 1155).

Agriculture

Last year's Conference gave "first discussion" to the question of Minimum Wage Fixing Machinery in Agriculture, and the adoption of a Convention and a Recommendation is now to be considered.

Holidays with Pay in Agriculture will be given "first discussion" at the 1951 Conference.

ILO at Work on Technical Aid Projects

The International Labour Organization is now at work on a total of 59 projects as part of its contribution to the United Nations-Specialized Agencies Expanded Program of Technical Assistance for the Economic Development of Underdeveloped Countries, according to a report made public in March by the ILO Director-General, David A. Morse.

Work has already begun on a number of the projects, others will be launched shortly, while others are still in the planning stage.

The projects have originated in requests from governments in Asia, the Near and Middle East, Latin America and Africa. Twenty-nine of these requests were addressed directly to the ILO. The remainder were addressed to other organizations participating in the program but the ILO will co-operate in carrying them out.

The requests cover practically all fields of activity falling within the ILO's competence.

Those from Asia are for assistance on problems concerning amongst others manpower, co-operation, women and young workers, social security, labour legislation.

Requests from the Near and Middle East ask for help on social security, co-operation, conditions of work, manpower, women and young workers, agriculture, industrial hygiene, industrial safety, economics.

Latin-American countries have asked for aid in the fields of manpower, women and young workers, social security, economics, conditions of work, co-operation, agriculture.

African requests concern manpower, co-operation, agriculture, conditions of work, and labour legislation.

The report announces that a number of highly qualified experts will be required to carry out the projects. It is also expected that a certain number of fellowships will be granted so that officials of the less developed areas may study methods in the leading industrial countries.

Industrial Relations and Conciliation

Collective agreements were recently consummated covering both operating and non-operating employees in important segments of Canadian railway systems. The Supreme Court of Ontario dismissed during February an application by the Canadian Seamen's Union for the quashing of the Order of the Canada Labour Relations Board revoking the union's certification as bargaining agent for a unit of employees of Branch Lines, Limited.

Introduction

A settlement resulting from direct negotiations was announced early in March in connection with a wage dispute between the Canadian National Railways and three running trade unions, namely, the Brotherhood of Railroad Trainmen, the Order of Railway Conductors and the Brotherhood of Locomotive Firemen and Enginemen. The agreement applied to the employees represented by the three unions on the Atlantic and Central regions of the CNR system, and provided for a wage increase of 13·1 cents per hour for employees operating in passenger service and 14·5 cents per hour for employees operating in freight service. Changes in eight important working rules were also reported to have been agreed upon, but details of the modifications were not available at the time of writing.

An announcement was made at the end of January that the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers had reached an agreement by direct negotiations providing for an increase of 11 per cent in basic wage rates for locomotive engineers employed on the Pacific and Prairie regions of the Company's system. It was anticipated that the settlement would provide a pattern for negotiations in other areas.

Arising out of the award of the Hon. Mr. Justice R. L. Kellock, the arbitrator appointed in the matter of The Maintenance of Railway Operation Act to deal with the recent dispute between the major Canadian railways and two groups of unions representing their non-operating employees, there was filed with the Department of Labour early in February a master agreement establishing principles based upon the said Act and the arbitration award thereunder. The master agreement was dated January 30, 1951, and was signed by officers of the four railways affected and of the fifteen non-operating railway labour organizations with international affiliations and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees.

* * *

Following the unanimous adoption by the Canada Labour Relations Board of Reasons for Judgment revoking an order of November 20, 1947, certifying the Canadian Seamen's Union as the bargaining agent for the unlicensed employees of ships operated by Branch Lines, Limited, Sorel Que. (L.G., Feb., 1951, p. 190), an application was made by the Canadian Seamen's Union to the Supreme Court of Ontario by way of originating notice of motion for an order staying all proceedings and quashing the revocation order of the Board. The motion was made on the grounds that the Canada Labour Relations Board had no right or jurisdiction under the Industrial Relations and Disputes Investigation Act or otherwise to make the order of revocation, that the Board had no power to order decertification for the reasons given by it, that there was no evidence before the Board on which it could make the order revocation of certification, and that the Board's order was contrary to and constituted a denial or violation of natural justice.

The union's application was heard on February 7, 1951, and judgment was rendered by Hon. Mr. Justice Barlow on February 23 dismissing the application. In his written judgment, Mr. Justice Barlow examined in some detail the "very wide powers" given to the Canada Labour Rela-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

tions Board under the Industrial Relations and Disputes Investigation Act and the Board's proceedings leading up to the revoking of the certification of the Canadian Seamen's Union in the Branch Lines, Limited, case. It was noted that the Board was given the widest possible latitude as to the evidence and information which it might receive and accept, and that it was not limited to such evidence as might be admissible in a court of law. The Board had revoked the certification of the Canadian Seamen's Union on the ground that the union was not an organization of employees formed for the purpose of regulating relations between employers and employees. The revocation order was made by the Board under the powers given to it by Section 61 of the Act, which provides in part that if in any proceeding before the Board a question arises under the Act as to whether an organization or association is . . . a trade union, the Board shall decide the question and its decision shall be final and conclusive for all the purposes of the Act. The Board was also empowered to reconsider any decision or order made by it, and to vary or revoke any decision.

Following "a most patient hearing" the Board had reserved its decision, and later, through its chief executive officer, had advised the solicitor for the Canadian Seamen's Union by letter that it had decided to accept as evidence a certain white paper of the British Government and certain reports and resolutions set out in the letter. It was also stated that the Board was prepared to receive any written representation with respect to the items mentioned which the union desired to submit for the Board's consideration. The solicitor for the union acknowledged the letter and the union's president wrote a letter in reply, but neither made any representations. The judgment of the Court found that the Board had proceeded within the four corners of the Act, in good faith and in a fair manner, and that it had given the parties an opportunity to be heard. Mr. Justice Barlow was satisfied that there was some evidence before the Board upon which it could make the revocation order, and that it was for the Board to decide the weight of evidence, not for the Court.

The judgment also dealt with the position of trade unions before the courts. In dismissing the union's application, Mr. Justice Barlow found that the Canadian Seamen's Union was not registered under The Trade Unions Act, RSC, 1927, c. 202, and that it was not a juridical entity and had no legal right to bring the application.

Notice of appeal to the Court of Appeal for Ontario from the judgment of the Hon. Mr. Justice Barlow was given by solicitors for the Canadian Seamen's Union in the early part of March. It was anticipated that the appeal would be heard during April or May.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of

Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of February. The Board issued six certificates designating bargaining agents and ordered three representation votes. During the month, the Board received 10 applications for certification, three applications for revocation of certification and one application for the amendment of a provision prescribed for the final settlement of disputes concerning the interpretation or violation of a collective agreement.

Applications for Certification Granted

1. The Communications Workers of America, on behalf of a unit of employees of the Northern Telephone Company Limited, New Liskeard, Ontario, comprising exchange, office, plant, installation and maintenance employees in the provinces of Ontario and Quebec (L.G., Feb., 1951, p. 190).

2. The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of supplies branch and engineering employees of the British Overseas Airways Corporation employed at Hangar No. 4, Montreal Airport, Dorval, Quebec (L.G., March, 1951, p. 346).

3. The Canadian Air Line Pilots Association, on behalf of a unit of pilots and co-pilots employed by Queen Charlotte Airlines Limited, Vancouver (L.G., Feb., 1951, p. 190).

4. The Canadian Communications Association, Local No. 6, Radio and Cables Department, ACA-CCL, on behalf of a unit of operating and engineering employees of the Canadian Overseas Telecommunication Corporation (L.G., Feb., 1951, p. 190).

5. The Canadian Communications Association, Local No. 6, Radio and Cables Department, ACA-CCL, on behalf of a unit of clerical employees of the Canadian Overseas Telecommunication Corporation (L.G., March, 1950, p. 346).

6. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of employees of the Canadian National Railways (Atlantic Region, Newfoundland District), comprising locomotive firemen, helpers, hostlers, and hostler helpers (L.G., Feb., 1951, p. 190).

Representation Votes Ordered

1. The Railway Station Employees' Local 526, Montreal, of the Hotel and Restaurant Employees and Bartenders International Union, applicant, and the Canadian Pacific Railway Company (Windsor Station restaurant personnel, Montreal), respondent (L.G., March, 1951, p. 346). The Board ordered the vote following an investigation of the application.

2. The Seafarers' International Union of North America, Canadian District, applicant, Victoria Tug Company Limited, Victoria, B.C., respondent, and the West Coast Seamen's Union (Canada), intervener (L.G., Feb., 1951, p. 190). The Board ordered the vote following an investigation of the application, the names of the applicant and intervener to appear on the ballot.

3. The Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen, applicants, and the Canadian National Railways (Atlantic Region, Newfoundland District), respondent (L.G., Feb., 1951, p. 190 and Jan., 1951, p. 55). The vote of the locomotive engineers affected was ordered by the Board following investigations of the application and a public hearing of the parties concerned, the names of both organizations to appear on the ballot.

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Applications for Certification Received

1. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers employed on vessels of the British Columbia Steamship Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

2. Malt and Grain Process Workers (Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America), on behalf of employees of the Red River Grain Company Limited, St. Boniface, Manitoba (Investigating Officer: J. S. Gunn).

3. The National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of longshoremen employed by the Eastern Canada Stevedoring Company Limited in the loading and unloading of vessels at Sorel, P.Q. (Investigating Officer: L. Pepin).

4. Local No. 38-163, International Longshoremen's Association, on behalf of longshoremen employed by General Sea Transportation Limited in the loading and unloading of vessels in the port of Vancouver (Investigating Officer: D. S. Tysoe).

5. Local No. 1, Flour and Feed Workers' Union, on behalf of employees of Great Star Flour Mills Limited, St. Mary's, Ontario (Investigating Officer: R. L. O'Neill).

6. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of freight handlers employed at Pointe au Pic, P.Q., by the Clarke Steamship Company Limited, Montreal (Investigating Officer: L. Pepin).

7. System Division No. 7, Order of Railroad Telegraphers, on behalf of a unit of employees in the Communications Department of the Canadian Pacific Railway Company (Investigating Officer: R. H. Hooper).

8. Detroit Local, American Federation of Radio Artists, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited in the operation of radio station CKLW, Windsor, Ontario (Investigating Officer: R. L. O'Neill).

9. Division No. 282, Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of garage employees of the Quebec Central Transportation Company, Sherbrooke, P.Q. (Investigating Officer: C. E. Poirier).

10. Local No. 507, International Longshoremen's and Warehousemen's Union, on behalf of first aid attendants employed by H. King Limited on board vessels in the ports of Vancouver and New Westminster, B.C. (Investigating Officer: G. R. Currie).

Applications for Revocation of Certification Received

During the month, the Board received from S.S. Texaco Brave, Limited, S.S. Texaco Chief, Limited, and S.S. Texaco Warrior, Limited, applications for the revocation of decisions certifying the Canadian Seamen's Union as the bargaining agent of unlicensed employees of each of the Companies.

Application Under Section 19 Received

During the month, the Board received from the Brotherhood of Railroad Trainmen an application for an amendment to the provision prescribed on April 24, 1946, by the Wartime Labour Relations Board for the final settlement of differences concerning the meaning or violation of the collective agreement between the Brotherhood and the Wabash Railroad Company.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On February 19, the Minister appointed a Conciliation Officer to deal with a dispute between Canada Steamship Lines and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting seasonal waterfront freight handlers of the Company at Fort William and Port Arthur (Conciliation Officer: R. H. Hooper).

Settlements Effected by Conciliation Officer

1. On February 12, the Minister received a report from R. Trépanier, Conciliation Officer, indicating the settlement of matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Flight Attendants Association (L.G., Feb., 1951, p. 193).

2. On February 19, the Minister received a report from R. H. Hooper, Conciliation

Officer, indicating the settlement of matters in dispute between DeLuxe Transportation Limited, North Bay, Ontario, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., March, 1951, p. 346).

Conciliation Board Appointed

On February 14, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America. The Board was appointed following receipt of the report of R. Trépanier, Conciliation Officer (L.G., March, 1951, p. 346).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed by the Minister on December 27, 1950, to deal with matters in dispute between the Alberta Wheat Pool, Vancouver and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Feb., 1951, p. 193), was fully constituted on February 8 with the appointment of G. E. Street, Vancouver, as Chairman. Mr. Street was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, J. P. MacKenzie and James Bury, both of Vancouver, who had previously been appointed on the nominations of the company and union respectively.

Conciliation Board Reports Received

1. On January 24, the Minister received the majority report and on February 7 the minority report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (L.G., July, 1950, p. 1044). The texts of the reports are reproduced below.

2. On February 10, the Minister received the majority and minority reports of the Boards of Conciliation and Investigation appointed to deal with methods in dispute between the Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Dec., 1950, p. 2054). The texts of the reports are reproduced below.

Conciliation Board Reconvened

On February 26 the Minister reconvened the Board of Conciliation and Investigation which had dealt with matters in dispute between Local No. 13173, District 50, United Mine Workers of America, and Eldorado Mining and Refining (1944) Limited, Port Hope, Ont. (L.G., March, 1951, p. 347). The Board was reconvened on the joint request of the parties to the dispute, who desired clarification of the recommendation of the Board concerning shift differentials.

REPORT OF BOARD in dispute between

Canadian Pacific Air Lines Limited,
and
Canadian Air Line Pilots Association.

On February 7, 1951, the Minister of Labour received majority and minority reports from the Board of Conciliation and Investigation appointed to deal with a dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (L.G., July, 1950, p. 1044).

The Board was composed of J. E. Eades, Chairman, J. G. Gould, company's nominee, and Ian Cameron, employees' nominee. All members of the Board were of Vancouver.

The text of the Board's majority and minority reports are reproduced herewith.

The Board was appointed by the Hon. the Minister of Labour under date of March 20, 1950 and the Company having recommended the appointment of John Groves Gould of Vancouver, and the Pilots Association having recommended the appointment of Frank Robert Evans, K.C. of Winnipeg, the Minister on the 2nd of May, 1950 appointed James Edwin Eades as Chairman. The Winnipeg flood disaster at this time prevented Mr. Evans and the officers of the Pilots Association from attending a hearing and the parties agreed from time to time to delay same. At a later date Mr. Evans found that he could not be available and on August 15, 1950 on the recommendation of the Pilots Association the Minister appointed Mr. Ian Cameron to the Board in the place and stead of Mr. Evans.

A preliminary meeting of the Board was held on August 22, 1950 at Vancouver at which the members were sworn, the appointment of the Board and the appointment of the Chairman were filed, procedure was determined and after consultation with the representatives of the parties, place, dates and times were selected for the hearings. Sittings commenced September 5, 1950 at the Court House, Vancouver, B.C. and continued through to September 8. The Pilots Association was represented by its counsel, Walter C. Owen, Esq., K.C. and its President, Captain C. R. Robinson, and its Executive Vice-President, Mr. A. R. Eddie, and Captain H. O. Madden and Captain M. Knox were in attendance. The Company was represented by W. G. Townley, Esq., its General Manager of Operations, and by its solicitor, Mr. J. Clark, with Mr. K. Daykin, Manager of Personnel, Mr. H. Holleck Kenyon, Assistant Manager of Flight Operations, Mr. J. Gilmer, Assistant Comptroller, Mr. C. H. Pentland, Manager of Flight Operations, and Mr. F. Spencer of its Department of Public Relations in attendance. Both sides were given full opportunity to present their respective positions and to call evidence. Briefs were filed and a very large number of exhibits were filed and additional arguments submitted.

Following the sittings the Board conferred and was pleased to request the Chairman to consult with the representatives of the parties with a view to reaching an agreement satisfactory to both sides. The Chairman consulted with the representatives of the Pilots Association and the Company separately on the 11th, 12th and 13th days of September but although the ground appeared to be narrowed no agreement could be reached.

The members of the Board conferred on numerous occasions viz. September 27, October 4, October 6, October 19 and November 8. Delays were occasioned through members of the Board being engaged on other matters from time to time and being otherwise unable to attend but were with the knowledge and full approval of both parties which expressed the desire that ample opportunity should be given to the Board to canvass the issues and endeavour to reach a unanimous conclusion. The Minister, upon the request of the Chairman, was pleased from time to time to extend the time within which the Board should make its report and recommendations.

It was then reported to the Board that the Company purposed using four-engined equipment. Although the question of hours and wages for Canadair IV was dealt with in the material filed and had been discussed before the Conciliation Officer these questions by agreement were not argued before the Board since the Company did not contemplate using four-engine planes. The Company had now purchased two D.C.4 aircraft and intended using same domestically. The Board at the request of the parties re-convened the hearings but it was not until December 14 that the parties could be brought together. Further briefs were then presented by the Pilots Association and by the Company with some further exhibits and further additional argument. The Board has subsequently met on several occasions and it is regretted that the recommendations of the Board are not wholly concurred in by Mr. Cameron who is filing a minority report.

At the outset the Pilots Association took the position that during negotiations and before the Conciliation Officer agreement had been reached upon certain matters which were to be included in the new agreement. These matters were as follows:—

1. Definition—Captain, First Officer, Second Officer.
2. Certain aspects of hours of service (domestic).
3. Expenses and income tax allowance for pilots permanently transferred to bases abroad.
4. Seniority.
5. Seniority list.
6. Loss of seniority.
7. Filling of First Officer vacancies on domestic.
8. Clauses covering definition of mountain terrain.
9. Clause covering reserve captain length of service for pay purposes.

The Company took the position that these matters represented substantial concessions and were agreed upon only tentatively and upon the basis that they should be included in the revised agreement only if full agreement was reached on all points. After discussion it was finally agreed by the Company that the said matters (called Appendix A being Exhibit 18 in the Pilot Association's brief and Exhibit 11 as marked on the hearing) should constitute a firm agreement without prejudice to the issues set out in the Company's brief (page 8, Paragraph 18) and subject to elimination of Section 2 of said Appendix A dealing with Canadair IV. One of the said issues referred to as an exclusion by the Com-

pany deals with hours of service and since the Company has now two D.C.4 ready for service which may be flown domestically the Board is of opinion and recommends that all of the said matters called Appendix A should be included in the proposed new agreement between the parties and for better understanding these matters are quoted hereinafter in the words of the said Appendix save with respect to definition of four-engine aircraft:—

"Section 1—Definitions

(*a*) As used in this agreement, the term "Pilot" means Captain, Reserve Captain, First Officer and Second Officer, as defined herein.

(*b*) *Captain* means the pilot member of the flight crew first in command of the flight and who is responsible for the manipulation of, or who manipulates, the flight controls of an aircraft while under way, including take-off and landing of such aircraft, and who is properly qualified and designated by the Company to serve as, and holds currently effective Department of Transport certificates authorizing him to serve as such Captain.

(*c*) Unchanged.

(*d*) *First Officer* means the pilot member of the flight crew second in command of the flight and any part of whose duty is to assist or relieve the captain in the manipulation of the flight controls of an aircraft, and who is properly qualified to serve as, and holds currently effective Department of Transport certificates authorizing him to serve as such First Officer.

(*e*) *Second Officer* means the pilot member of the flight crew, third in command of the flight, and any part of whose duty is to assist or relieve the Captain and First Officer in the manipulation of the flight controls of an aircraft while under way, including take-off, landing, and navigational duties of such aircraft, and who is properly qualified to serve as, and holds currently effective, Department of Transport certificates authorizing him to serve as such Second Officer.

Present (*e*) becomes (*f*), etc.

Section 2—Hours of Service

(*a*) No pilot shall be allowed to exceed the air hours specified herein; except as provided in sub-paragraph (iii).

(i)

	Twin Engine Domestic Operations	
	Flat Terrain	Mountain Terrain
In any calendar month	85	75
In any calendar year	1,020	900

(ii)

	Four Engine Domestic Operations
In any calendar month	75
In any calendar year	900

(iii) It is mutually agreed that the monthly air hours may be extended to a maximum of 95 hours for twin engine flat terrain operations and to 84 hours for twin engine mountain operations and four engine domestic operations, but in no case shall the air hours in any calendar year exceed the amounts specified in sub-paragraphs (i) and (ii) of this Section.

(*b*) Part year maximum flying hours shall be based on:—

(i) For twin engine domestic flat terrain operations, 85 hours for each full month and 2:45 for each day of any part month remaining in the year at date of assignment to such operations.

(ii) For twin engine domestic mountain terrain operations and four engine domestic operations, 75 hours for each full month and 2:30 for each day of any part month remaining in the year at date of assignment to such operations.

Present (*b*) becomes (*c*).

(*d*) As present (*c*) unchanged, except specify Section 1, paragraph (*j*) instead of *Section 1*, paragraph (i).

(*e*) The Company specifically agrees that when a pilot reaches his maximum air hours as provided in paragraphs (*a*) and (*b*) of this Section he shall be relieved of all duty with the Company until the commencement of his next month or year as the case may be.

Section 3—Expenses

(*e*) Pilots permanently transferred to bases outside the territorial limits of Canada will be paid cost-of-living differential as established from time to time by Company policy, and the Company will advise the Association of its action in this regard, and will give consideration to any representations the Association may wish to make in this respect.

(*f*) When a Pilot's income taxes, on his compensation received from the Company, are increased by being based outside the territorial limits of Canada, the Company shall pay the difference between such taxes and the income taxes he would have paid on the same amount of compensation as a resident of Canada.

Section 4—Seniority

(*d*) When two or more pilots are employed by the Company as pilots on the same day, they shall be placed on the Pilots System Seniority List in accordance with the date of their first flight as an assigned pilot with the Company. If the date of their first flight is the same, the time (CMT) of departure shall apply.

Present (*d*) to become (*e*), etc.

Section 5—Pilots System Seniority List

(*a*) The Company shall on April 1 and November 1 of each year post on its bulletin boards at all stations where pilots are based a "Pilots System Seniority List" which will embrace all Domestic and Pacific Lines Pilots. The list shall be compiled in the following manner:—

Section 7—Loss of Seniority

Delete present (*b*) and substitute:

A pilot laid off through reduction of forces shall continue to accrue seniority for a period of ninety days from the date of layoff, and thereafter if still laid off shall cease to accrue seniority but shall retain his accumulated system seniority.

Section 9—Filling of Vacancies

(*f*) First Officer vacancies shall not be bulletined beyond one step.

(*l*) The permanent captain assignments at each base and the pilots holding them shall be posted by the Company at all bases where pilots are stationed, and such lists shall be brought up to date at the commencement of each quarter.

Section 17—Rates of Pay—Domestic Operations

(*a*) (iii) Amended to read:—

Mountain terrain shall apply to routes now flown between Fort Nelson, B.C., and Fairbanks, Alaska, and between Vancouver, B.C., and Fort Saint John, B.C. and/or other comparable terrain as mutually agreed upon between the Company and the Association, prior to the inauguration of such new flying routes.

(*b*) Add new subsection (iii) to read:—

A Reserve Captain's length of service for the purpose of computing the Captain's rate of pay to which he is entitled shall be calculated on the basis of the number of days paid as Captain or one-half the total length of service from the date of designation as Reserve Captain, whichever is the greater.

General

It is agreed that the Company will furnish the Association with letters covering sick leave, and pilots missing, interned, or prisoners of war.

It is also understood that although the wording covering day-to-day expenses has not been changed, the amounts allowed for meals, etc., and future changes thereto will be the subject of agreement between the Company official concerned and the CALPA local chairman for each pilot division, and that allowance will be made in those amounts to cover gratuities."

The main issues in dispute fall into the following categories:—

1. Hours of service including a consideration of flying hours credit for vacation.
   (*a*) Domestic.
   (*b*) Pacific.
   (*c*) Flying hours credit for vacation.
   (*d*) Deadheading.
2. Salaries.
   (*a*) Domestic.
   (1) Captains and First Officers 2-engine equipment.
   (2) Captains and First Officers 4-engine equipment.
   (*b*) Pacific.
   (1) Captains.
   (2) First Officers.
   (3) Second Officers.
   (*c*) Reserve Captains.
3. Allowance for Uniforms.
4. Life insurance to be provided by the Company.
5. Limitation of time on overseas service.
6. Retroactivity of Pay increase if any domestic and of established rate Pacific.

The Pilots Association stated that the question of hours of service is inextricably bound up with that of salaries. Certain matters that require consideration do affect both but an attempt will be made to consider hours apart from salary. In the general economy of Canada present salaries of pilots stand comparatively very high and hours of service are comparatively very low. The former will be dealt with under the heading of salaries.

1. ***Hours of Service***

The reason for short hour requirements is to ensure that the pilot at all times in the operation of an aircraft is fully alert to appreciate flying conditions and the condition of his aircraft. Much has been written on the question of flight time limitations. A memorandum prepared for the Department of Air Transport by Mr. A. R. Eddie, Executive Vice-President of the Pilots Association, was filed with this Board in which it is stated:—

"The piloting of aircraft in scheduled service involves intelligent action of the type which depends upon an insight into the connection of things and events and upon their casual relationships; the exercise of vigilant forethought, rapid and accurate movement, split second timing, muscle co-ordination and integration involve essential nervous processes which are most extravagant in energy expenditure.

The pilot's duties, most calculated to induce mental fatigue, are also of the type which suffer most from its effects. Where in industry, fatigue causes a falling off in production, in the case of the pilot the usual symptoms, inability to pay attention, failing memory and reduced capacity to concentrate and co-ordinate, may have fatal results.

Flying consists of periods of routine interspersed with crises of intense activity. During the former it is mainly necessary to maintain a constant watchfulness, and any associated strain comes from inability to make significant changes of position and from such things as noise, vibration, altitude and variations from optimum temperature and humidity."

"As an Association of professional Air Line Pilots, we subscribe to the well established basic maximum of 85 hours per month for a standard airliner such as the DC-3, flying over flat terrain. We have also established with the air line companies by agreement and by custom that 75 hours should be the basic maximum per month for mountainous terrain and for aircraft of the type of the DC-4M.

While holding to these principles we have, in sympathy with the economic desires of the air line companies, lengthened the unit limitation period from the month to a quarter, and in some cases to a year, in order that the companies may make good an average production of flying hours per pilot coinciding as nearly as possible with the maximum."

"Hours of service on overseas routes present a slightly different problem owing to the length of runs. With present aircraft speeds, too strict limitation over short periods would work a definite hardship on the companies, and there is probably more justification for lengthening the unit period on such operations provided that good judgment is observed in avoiding dangerous crew fatigue. Particularly must there be no pressure, either explicit or implied, on a captain to commence a flight or to complete it once started, if in his judgment he or his crew are too tired to do so."

"The International Federation of Air Line Pilots Associations, of which this Association is a member, recently ratified the following basic maximum hours of work for pilots:—

	Hours
Day	9
Week	36
Month	85
Quarter	255
Year	935

A note is attached to the effect that 'it is felt that this Resolution should be elastic at the present time.'"

On the other hand it appears that the generally recognized limit of 85 hours per month and 1,020 per annum were fixed by an arbitration board in the United States in 1933 and afterwards approved by legislative enactment when flying conditions were considerably different than they are today. Mr. Holleck-Kenyon, who gave evidence before the Board, has been a commercial pilot for most of his adult life and is one of the most experienced pilots in Canada. In the Spring of 1930 he flew what was known as the Prairie Air Mail route between Moose Jaw and Calgary and continued to fly that flight for several years. At that time single engine aircraft were in common use and all had open cockpits. The pilot sat behind a small windshield and the primitive heating arrangements were quite inadequate for the prairie winter. Aids to navigation for the years 1930 to 1932 consisted of flashing beacons which while of considerable assistance on fine nights were of no value in bad weather. Weather information consisted of telegraphed reports from railway agents on the route ahead. At Moose Jaw there was a weather report from the agent at Swift Current and at Swift Current a report from the agent at Medicine Hat and at Medicine Hat a report from Calgary. The operating practice then was to take off and endeavour to proceed until forced down by weather conditions. In one flight out of every ten weather forced the plane to land and the objective in such case was to try to land somewhere where the mail could be placed on a train. In 1932 radio ranges were installed and the pilot was supplied with low power receivers but since no training was given in their use the pilots either did not use them at all or obtained little assistance. There was therefore in 1933 no instrument flying while today less than one per cent of flights are affected by weather conditions either at the terminals or in the air. In the opinion of Mr. Kenyon the larger and more modern aircraft are easier to take off, easier to fly and easier to land than the smaller aircraft and the aids that have been introduced in many ways make the task of the captain easier.

It was argued by the Company that definite tangible nerve strain was imposed on the pilot in 1933 whereas today with the technological advances that have taken place in flying it is no longer considered to be hazardous. Flying is a safe method of transportation. We now have reliable engines, pressurized aircraft, reliable aids to navigation, many more and much improved airports, reliable and extended meteorological information.

It may be that the speedier craft of today present problems to the pilot which were lacking in the older days of aviation and it may be that the very technological improvements in the craft itself have some bearing on fatigue. Figures were given of photographic improvements referred to by Dr. McFarlane in his book "Human Factors in Air Transport Design" showing that during an approach and landing of a B.29 in a period of approximately 5 minutes 116 movements are required of the pilot. The average time for each motion ranged from 1·8 seconds to 3·8 seconds and on the accuracy and timing of many of these motions the safety of the aircraft and of all on board depend. Undoubtedly particularly in take-off and landing some of these motions must be made exactingly and the pilot must be alert.

Whatever the relative "wear" on a pilot may be as between the present and the past there has not been any serious effort by operating companies to increase the number of permissible flying hours of its pilots, and speaking generally it appears that the tendency is rather to reduce the hours than to increase them with the advent of the speedier craft. It may well be that with the introduction commercially of turbo-prop and jet aircraft that the whole problem will have to be carefully canvassed.

Since, however, domestically the Company and the Pilots Association have agreed on an 85-hour month plus 10 hours permissible overtime when flying flat terrain and 75-hours monthly plus 10 hours permissible overtime when flying mountain terrain (subject to such provision as may be recommended by way of vacation and

deadheading allowances) there remains only the question of hours of service to be allocated to pilots engaged in overseas operations.

(*b*) *Hours Pacific*

The Company takes the position that there is no sound reason for restricting the hours of service of pilots on trans-oceanic service any more severely than of pilots flying domestically over flat terrain. All the present equipment is pressurized and the aircraft are equipped with automatic pilots for use on the long uninterrupted flights. Airports which are used are exceptionally well equipped and aids to aviation more elaborate than anything available on domestic routes. In addition the captain has two other officers to assist him as compared with one on domestic service. The Company suggests that the hours be fixed at 1,020 per annum. The Pilots Association requests that the hours be fixed at 900 per annum plus a permissible overtime of 120 hours which would indicate that the Pilots do not feel that the time is excessive. This Board therefore recommends that the maximum number of hours of service permitted for pilots flying Pacific duty be 1,020.

In considering further limitation of hours in overseas operation to quarterly and monthly the normal operating procedure should be reviewed. Two operations are scheduled by the Company, one from Vancouver to Sydney called South Pacific, and one Vancouver to Hong Kong called North Pacific. On the South Pacific flight the pilot leaves Vancouver at 9 a.m. Wednesday, flies directly to Honolulu or makes a fuel stop at Portland or San Francisco and arrives at Honolulu on the same day at 9 p.m., he stops over 35 hours or until 8 a.m. Friday and proceeds to Canton Island where there is a stop-over of one hour and thence a further 5 hours and 20 minutes to Fiji arriving at 9 p.m. on Saturday (the International Date Line is crossed so that outbound a day is lost and inbound a day is gained). There is a stop-over of 12 hours during the night and he leaves Fiji at 9 a.m. Sunday arriving at Sidney at 3:30 p.m. in the afternoon. The pilot remains in Australia from Sunday afternoon until Tuesday morning and departs again for Fiji leaving the following morning for Canton Island where the plane is refueled and proceeds to Honolulu arriving at midnight Tuesday. He remains at Honolulu until midnight of the following night and then departs to Vancouver. If winds are favourable the latter flight is about 12 hours, if unfavourable and he proceeds by way of San Francisco he will normally arrive in Vancouver about 6 p.m. Thursday afternoon.

A pilot is therefore away on the South Pacific flight for a period of eight days during which his flying time is about 72 hours. Apart from some training and other special duties the pilot is then off for twenty days. It will therefore be seen that a limitation of 85 hours per month would mean a normal 72 hours per month unless the South Pacific pilot could be placed on other duty. It should be said that at the present time during the Korean situation South Pacific pilots are occasionally used for an emergency flight to Shemya.

On the North Pacific route the position is different and from it has arisen a problem of deadheading which is dealt with later. Normally the flight leaves Vancouver at midnight on Monday flying via Shemya, the second island in the Aleutian chain, to arrive at Tokyo at 8:30 p.m. on Tuesday (the International Date Line is crossed so, as in the South Pacific flight, one day is lost here outbound and one day gained inbound). It leaves Tokyo two hours later and arrives at Hong Kong at 7 a.m. Wednesday. Returning the flight leaves Hong Kong at 11:30 a.m. Thursday and arrives at Tokyo at 10:30 p.m. and then by Okinawa to Shemya and thence to Vancouver arriving at 8 a.m. Friday. Normally there were no lay-overs on this route except at Hong Kong until the Korean airlift, in which the Company takes part, made it necessary to sleep a complete crew at Tokyo and a Captain and First Officer at Shemya. These crews are flown to these points as passengers. The now normal procedure in the Orient is that a crew remains there for a month. The Company provides hotel accommodation and other expenses. The pilots fly between Tokyo and Hong Kong—a 9-hour flight—lay-over at Hong Kong for 24 hours and make the return flight to Tokyo where they stay for a week and then make another flight to Hong Kong. After four trips, which are made in a period of a month, the air crew returns to Vancouver as passengers and a new crew takes over. The flying time at Tokyo is therefore about 72 hours. At Shemya the Captain and First Officer remain a period of about three weeks.

It is therefore a matter of considerable difficulty at the present time to work out a reasonable schedule which would restrict service to 85 hours per month and at the same time allow the Company to make use of the services of its pilots during the full

flying period. However, to leave the hour limitation on the annual basis might involve the pilots too heavily under abnormal conditions which continued for some time. It is therefore recommended that the maximum permissible flying hours be 265 per quarter and that at the present time they be not broken down to the monthly basis. It has been said that any quarterly or annual maximum might create a hardship under special circumstances and the Board recommends that the following be inserted in the agreement:—

"No pilot shall be allowed to exceed the air hours specified herein (except under extraordinary circumstances) and any question arising herein shall be deemed a grievance."

(*c*) *Vacation Credits*

The Pilots Association proposes that when a pilot is on vacation his flying time should be credited with two hours 45 minutes flying time each day if he is engaged on flat terrain and 2 hours 30 minutes each day if he is engaged on mountain terrain. The Company agrees that these credits be allowed against flying hours for the month in which vacation is taken but maintains that this time should be charged against the annual limitation of hours flown. The Company's position is that pilots receive abnormally high wages for working exceptionally short hours and cannot expect to retain this favoured position by further restricting the service they are prepared to render.

If effect were given to the Company's position the pilots would not be given effective holidays or effective holiday pay and the Board recommends that the limitation of hours on flat terrain and overseas be reduced by 38½ hours per annum to 981½ hours and mountain terrain from 900 hours to 865 hours per annum.

(*d*) *Deadheading*

As mentioned above this problem applies only to the North Pacific run. About 2½ times a year pilots are required to take a flight as a passenger of about 20 hours each way Vancouver to Tokyo and about twice a year Vancouver to Shemya. It is said that the problem of avoiding deadheading is much greater in an extensive system such as this which cannot be closely integrated and that if deadheading were not permitted or if there was allowance for deadheading time against flying hours the operation would have to be changed so as to require some of the pilots to live at their own expense at Tokyo and Shemya. Since most of the pilots are married and many have children of school age and living conditions at both of these places are unsatisfactory, especially at Shemya, it is said that the present method is to the advantage of the pilots as well as the Company. Only two airlines give full credits for deadheading. One is Trans-Canada Airlines and the other a small line known as Hawaiian Airlines operating out of Hawaii. Certain others give credits to First Officers under certain conditions.

The Board is of the opinion that every effort should be made to reduce and if possible to eliminate deadheading. It interferes with the time of the individual concerned and in effect he is giving his time to the service of the Company even though he is flying as a passenger and with passenger comforts. In this particular operation at this time the Board finds it difficult to place a definite restriction on the number of hours beyond which deadheading time should be credited to flying hours and recommends that the following be inserted in the agreement:—

"Every reasonable effort shall be made to avoid deadheading and if 150 hours per annum are exceeded such excess shall be credited to the annual quota of flying hours."

2. ***Salaries***

The Pilots Association requests:—

An increase in salary for Captains and First Officers flying twin-engine aircraft at present in use by the Company.

A new salary (none exists at present) for Captains and First Officers who will fly four-engine aircraft over domestic routes.

A new salary (none exists at present) for Captains, First Officers and Second Officers flying the Pacific.

It is admitted by the pilots that a halt must be called—and soon—in the upward spiral of wages and prices and that pilots are among the highest paid salaried men in Canada. It is said that he belongs in this fortunate group because of his importance to the operation of airlines, his technical ability and the weight of his responsibilities. But because of spiralling prices and other wages and salaries the position of the pilot in the economy of the nation has lowered while his relative value to the Company has increased. It is said that as aircraft increase in size the pilot accepts heavier responsibility, transports more passengers, more freight, more express and more air mail per aircraft flown. As aircraft increase in complexity in the pursuit of greater efficiency, speed, regularity and passenger comfort the technical knowledge and skill of the pilot has increased to keep pace. It is said further that hazard has increased in some cases on

domestic lines in that there are some instrument flying routes where other machines neither report their position nor are aware of the position of others and when CPA pilots let down on instruments below the ceiling these aircraft can—and in some cases do—give rise to danger of collision. The North Pacific route, too, is flown through difficult and dangerous weather conditions and these hazards have lately been increased by the proximity to the war area. Hazard also has increased on both North Pacific and South Pacific routes by the congestion arising from the phenomenally increased airway traffic due to the United Nations war effort.

In considering the question of hazard neither the Pilots Association nor the Company produced any figures that would guide in considering comparative accident frequency per air mile as of this date compared with earlier flying days. There is no doubt that air accidents are frequently spectacular and as such obtain much publicity. The recent accident which occurred during Christmas week near Penticton in British Columbia now under investigation in which the Captain and First Officer were killed while all of the fifteen passengers were saved undoubtedly will go down in the annals of commercial flying as a record of heroism in the face of almost certain death. The captain who goes down with his ship shows an inspirational fortitude but a pilot who so lands his craft that irrespective of almost certain injury or death to himself his passengers will have a more reasonable chance of escape deserves commendation far above ordinary praise. Yet from the point of view of comparative hazard scarcely two weeks previously two engines of the Canadian National Railways, one heading a passenger and the other a troop train, collided head on at Canoe in British Columbia within comparatively few miles of the place where the planes crashed. Again for comparative purposes it should be noted that it was published in the press recently that Vancouver Airport during the year 1950 handled an average of one thousand passengers per day.

The Pilots Association takes the position that its salaries should be higher in general than those paid by Trans-Canada Airlines and more in line with those paid by United and North-West Airlines which are United States operated companies. The Company takes the position that the difference between the United States and Canadian economy makes comparison impossible and that the history of Canadian Pacific Airlines and its present competitive position and the fact that TCA operates a "prestige service" makes the comparison with TCA unsound. At present, as is explained later, Captains on domestic lines of the Company are paid on what is called "formula type pay" i.e. they receive a fixed monthly sum together with flying pay which on flat terrain is on the basis of $5 per hour flown and on mountain terrain on the basis of $6.25 per hour. Formula type pay is also used by North-West Airlines but Trans-Canada Captains are paid on a flat rate basis and First Officers on all of these lines and most others are paid on a flat rate basis. The following are the Pilots Association proposals, the Company's proposals worked out on a flat rate, TCA's flat salary and North-West Airlines' formula salary reduced to flat with respect to domestic mountain terrain:—

CALPA PROPOSAL
Domestic Captain
(Flat Salary)
Mountain Terrain

	75 hrs.
1st year	$615
2nd year	665
3rd year	715
4th year	765
5th year	815

CPA PROPOSAL
Domestic Captain
Present Twin Engine Equipment
(Formula Salary)
Mountain Terrain

	75 hrs.
1st year	$660
2nd year	675
3rd year	690
4th year	705
5th year	720
6th year	735
7th year	750
8th year	765
9th year	780

TCA
Domestic Captain
DC-3 Equipment
(Flat Salary)
Mountain Terrain

1st 6 months	$450
Next year	$600
	$600
Next year	$700
	$700
After 2½ years	800

NORTH-WEST AIRLINES
Domestic Captain
DC-3 Equipment, 26,200 lbs., 160 mph.
(Formula Salary)
Mountain Terrain

	75 hrs.
1st year	$817.08
2nd year	833.75
3rd year	850.41
4th year	867.08
5th year	883.75
6th year	900.41
7th year	917.08
8th year	933.75

With respect to First Officers the Pilots Association proposals, TCA present rates, United Airline present rates and North-West Airlines present rates are as follows:—

CALPA PROPOSALS

Present Twin Engine Equipment

1st 6 months	$270
2nd 6 months	320
3rd 6 months	320
4th 6 months	370
5th 6 months	370
Thereafter	420

	TCA Present First Officers	UNITED AIRLINES	NORTH-WEST AIRLINES DC-3
1st 6 months	$270	$290	$270
2nd 6 months	320	310	290
3rd 6 months	370	335	310
4th 6 months	400	360	330
5th 6 months		385	350
6th 6 months		410	370
7th 6 months		435	395
8th 6 months		460	420
9th 6 months		485	445
10th 6 months		510	475
11th 6 months		540	505
12th 6 months		570	535

The salaries of TCA pilots were investigated at length by a Conciliation Board appointed in February, 1948 under the chairmanship of Mr. Justice J. E. Adamson. The Board's report signed by the Chairman and Mr. R. D. Guy, K.C. reported its findings on August 10, 1948. The majority report is filed as part of Exhibit 18 being the Company's Exhibit 7, and therein it is stated as follows:—

"During the argument and in the comprehensive briefs which were filed, not one word in criticism or complaint was made as to working conditions. It must be found as a fact that the TCA pilot enjoys working conditions, advantages and benefits, together with a degree of security difficult to equal anywhere in any occupation.

To become a pilot an expensive investment in a formal education is not necessary. TCA does not insist on a fixed standard of education as a requirement for acceptance as a pilot trainee. Stress is laid on the ability to perform the duties assigned and not a scholarship. An analysis of the educational qualifications of TCA's pilots shows that:—

1.27% have grade 7 or 8 standing.
6.30% have grade 9 or 10 standing.
73.30% have grade 11 or 12 standing.
17.53% have some university education, and
1.6% are university graduates.

100%

This is a most moderate and inexpensive education and takes few if any of the adult years. No profession, and very few if any of the more highly paid positions in business or industry are attained with so little academic education and so early in life. It has been submitted that a pilot's flying life ends earlier than employment in most other vocations. *In considering this point it should be remembered that it may and usually does commence earlier.*"

Quoting further from the said Conciliation Board's report:—

"To sum up, to be a pilot with TCA does not require large intellectual attainments or high educational standards. He must be healthy and have all his faculties. He must be a personable young man of character. He must have emotional stability, good judgment, and above all he must be steady, reliable and dependable."

and again:—

"One reason urged for high wages for flying personnel is that flying life expectancy is shorter than in business and industry. To what age pilots generally may be able to carry on as such is a moot question. The business of flying on its present scale is of such recent growth that statistics do not tell the whole story. TCA's exhibit 23.1 shows the age distribution of pilots in U.S.A. owned aeroplanes. That exhibit is, in part, as follows:—

Age Groups	All Airline Pilots Number	Per Cent
24 and under	269	3.7
25-29	2,869	39.6
30-34	2,169	30.0
35-39	1,232	17.0
40-44	464	6.4
45-49	139	1.9
50 and over	95	1.4
Total	7,237	100.0

Considering the recent growth of the flying industry it is to be expected that the percentages of those in their 40's and 50's will greatly increase in the years to come.

The average of TCA's Captains is 29.8 years and the average age of First Officers is 26.8 years. These low averages are due to the fact that TCA is young and that commercial flying in this country is a comparatively recent development."

and again:—

"It can be stated with certainty that the present flying life expectancy of a pilot is much longer than was that expectancy when TCA pilots' wages were first fixed in 1938. That element, therefore, as justifying high salaries is substantially reduced."

"Because of this situation commercial airlines had to compensate for this Risk or Hazard by offering high wages.

Today, commercial airlines are equipped with the most modern aircraft, navigation, communication and airport facilities.

The hazard involved in flying a modern aircraft on a modern airline is no greater than the hazard in occupations representative of many major industries in Canada and should have little weight in the consideration of pilots' wages."

Age Groups	CPA Active Captains as at May 1/50 Number	Per Cent
25-29	1	3.03
30-34	10	30.31
35-39	11	33.33
40-44	8	24.24
45-49	1	3.03
50 and over	2	6.06
	33	

Information before the Board indicates that no sufficient study has been as yet made to determine with any accuracy what a flying life may be.

With respect to First and Second Officers, the latter of whom are new employees employed as navigators, similar figures in respect to educational qualifications for the Company are as follows:—

5.4% have grade 7 or 8 standing.
17.9% have grade 9 or 10 standing.
58.9% have grade 11 or 12 standing.
14.3% have some university training.
3.5% have graduated from university.

The cost of flying training if obtained by an applicant at his own expense before seeking a position with the Company is shown in Exhibit 30 as $1,076 in order to obtain a commercial licence and an additional $340 or 45 hours of link training and dual flying to obtain instrument rating. For the past eight years pilots employed, with few exceptions, learned to fly in the Armed Forces. This policy has now changed and pilots of 21 years and upwards are employed. The last few have ranged in age from 22 to 28 and the Company now is endeavouring to employ pilots of 21 who have the necessary certificate qualifications. The time to obtain the hours of flying experience is estimated as being within three or four months. The Company is very particular about the medical fitness of a candidate and from the many hundreds of applicants only a comparative selected few are interviewed and of those many are found unfit. Candidates are put through a very stringent examination by the medical officer for the reason, it is said, that the Company deems it necessary in the interests of safety and from the pilot's point of view he would not want a latent condition to develop which would prevent him from flying after he has spent some years as a pilot and reached a highly satisfactory position. After an interview and a short theoretical assessment examination if the candidate is considered suitable he then goes to the medical examiner. At this point the percentage of rejects would run about forty per cent. Then if a vacancy occurs the candidate is offered an appointment and he undergoes a series of specialized medical examinations, examinations on operation, regulations and traffic and a course with respect to flying the particular aircraft upon which he will be engaged. The entire procedure takes two or three weeks. The candidate is taken on payroll at the commencement of ground training.

Comparisons with other professional occupations show that the admission by the pilots of their favoured position in respect to salaries is fully warranted. A somewhat related comparison would seem to be with ships' officers and here the favoured position of the pilot is amply demonstrated. A First Officer of a coastal steamship earns from $245 to $267 per month as compared with an airlines First Officer who receives $370 per month after two years' domestic service and up to $460 per month on Pacific operations. The Ship's Officer is also required to be certificated and only reaches his position after years of service as third and second officer. In coastal duties Captains in charge of the larger vessels of the Canadian Pacific receive from $344 to $410 per month as compared with airline captains of from $605 per month domestic to the proposed maximum of $1,000 on Trans-Pacific flights. The steamship captain is in command of a ship carrying a crew from 110 to 150 and up to 1,500 passengers and costing at present day prices in the neighbourhood of three to four million dollars. The steamship captain has normally served from 25 to 30 years before taking command of a passenger ship. His responsibility in the coastal service includes an intimate knowledge of the many intricate and dangerous coastal channels under all conditions of weather and tide. He has navigational assistance but during fog and particularly in snowstorms navigation is extremely dangerous and nerve-racking although modern radar equipment where supplied is of great assistance. The responsibilities of the Master of a trans-Atlantic liner include elaborate navigational requirements and they are greater than the responsibilities of Captains in coastal service. The airlines Captain, however, rises after a few years service to a wage level considerably above that applicable to the master of the largest passenger liner in the Canadian Pacific fleet.

As against the problems which are inherent in an aircraft and which are not common to both, a ship's officer has disciplinary authority over the crew and is responsible in an emergency for the conduct and safety of a large passenger complement.

Nevertheless, young men of high intelligence, high physical condition and above average in personality are selected from hundreds of applicants. The pilot must maintain himself at all times in first-class physical condition and be alert to conditions which might arise. The splendid standard that has been maintained to date in the Canadian Pacific Airlines should be continued and this Board is not of opinion that the present salaries should be lowered but rather that some increase should be given in domestic service and a reasonable salary rate fixed in Pacific service.

As has been said, the Company took the position that comparison in wage or salary rates paid to pilots in the United States and those paid in Canada is not proper. In 1943 the question of comparison of wage rates between Canada and the United States came before the National War Labour Board and in its reasons for decision found in Case File N-1300 Decision R.D. 242 it was said:—

"In order to make proper comparisons with wage rates paid in similar jobs, positions or occupational classifications in countries other than Canada there would be required an involved and detailed study and examination of and inquiry and investigation into very many factors and conditions which were never contemplated by the Order. The whole policy of control of wages and prices in this Country is entirely distinct and unrelated to the economy of the United States."

In 1948 a Board of Conciliation under the chairmanship of Mr. Justice J. C. A. Cameron dealing with the same question in regard to railway rates of pay stated as follows:—

"For many years the request for parity with United States wage rates has come before Boards of Conciliation and Investigation and before the National War Labour Board. So far as we are aware, it has always been rejected. This Board is also of the opinion that there is no ground for adopting it on the present application."

The minority report made by the employees' nominee agreed in the following:—

"It may well be that as the economies of the two countries and the development of the Canadian railways evolve in the future a return to the principle of parity may become warranted and, indeed, justified. At the present time, however, the disparity in the economies of the two countries of their respective railways, and indeed of the wage structures, have been so altered that parity in wage rates, as requested, though having some moral force, would appear to be difficult and impractical."

Mr. Justice J. O. Wilson appointed as chairman of a board of conciliation in 1950 dealing with the same question of railway wage rates stated as follows:—

"It is abundantly clear that wages of all workers, not only of railroad employees but of all classes of wage-earners are higher in the United States than they are in Canada. The same is true of the salaries and earnings of executives and professional men in the two countries. The fact is that the United States possesses a richer and more mature economy than Canada and that, presently at any rate, our production is not such as to afford us so high a standard of living as there is in the United States. Under present conditions sensible Canadians will, as they must, accept the fact that the earnings of the average Canadian are less than those of the average resident of the United States.

If International comparisons of wage levels are to be made, the rates of wages in other countries with less mature economies than that of the United States might be compared with those in Canada. Australia, New Zealand and South Africa are examples which spring to the mind. If these comparisons were made, it would, we think, be found that Canadian wage levels are a matter for pride. To select, as the only standard of comparison, the wages paid in what is admittedly the richest country in the world, does not appear to us to be sound."

In comparing Canadian pilots' wages with rates of United States pilots, in the report of the Conciliation Board under the chairmanship of Mr. Justice Adamson hereinbefore referred to he stated as follows:—

"When TCA first employed pilots, the wages paid, no doubt, approximated what pilots in the U.S.A. earned. At that time the Canadian economy and the economy of the U.S.A. were close together. Today they are far apart.

The decisions of the National War Labour Board and Canadian Conciliation Boards have recognized that there are fundamental differences in the Canadian and American economies, and have unanimously held that any comparison of wages should be confined to wages in Canada."

It is not necessary to deal at length with the reasons for the difference existing in the two economies but the quotations above mentioned amply demonstrate the position taken by the Company and with this contention this Board agrees.

The rates of pay paid to pilots by companies operating out of Australia, Great Britain, France and other countries are considerably below those paid in the United States or in Canada.

The economy of these countries is not similar to that of Canada and therefore also forms no satisfactory basis for comparison.

The Company further argues that it is not sound to compare wage rates paid by Trans-Canada Airlines with those to be paid by a private operation. Trans-Canada Airlines is a government-owned operation. It provides air transportation domestically on selected monopoly routes and provides air transportation between Canada and other countries. The Company is not permitted to operate in competition with Trans-Canada; East-West routes domestically are reserved by legislation specifically for TCA. The Company came into being in 1942 by the consolidation of a number of previously independent operations i.e. Arrow Airways Lines Limited, Canadian Airways Limited, Dominion Skyways Limited, Ginger Coote Airways Limited, MacKenzie Air Services Limited, Prairie Airways Limited, Starratt Airways and Transportation Limited, Wings Limited, Yukon Southern Air Transport Limited and a controlling interest in Quebec Airways Limited. Letters patent were granted to Canadian Pacific Airlines Limited on January 31, 1942. Previously it had been government policy that no railway line could operate in the air field and then restricted operations were permitted. The routes mainly flown by the Company domestically are North and South. At the end of 1949 the Company owned thirty-six aircraft and during the year 1949 flew 4,350,498 revenue miles in domestic service and 419,811 revenue miles in Trans-Pacific service. Revenue passengers carried during this period were 125,984 on domestic and 842 trans-Pacific. TCA flew in domestic operations during 1949—16,364,733 revenue miles. Its domestic route mileage of 8,085 represents about thirty-nine per cent of the total in Canada while its revenue miles were nearly seventy-five per cent of the total revenue miles flown in domestic operations. TCA's financial results show a deficit in 1946 of $1,269,624 domestically increasing in 1949 to $1,419,444. Its deficit in trans-Atlantic was $136,303 in 1947 and increased to the sum of $2,898,149 in 1949. The Right Hon. Mr. Howe, Minister of Trade and Commerce, stated in the Company's Railway Committee on April 3, 1950 in answer to questioning as follows:—

"It is a prestige service in a way. If the travel increases we will be able to pull out of the red. If we can justify an increase in the number of aircraft we will probably make a much better showing."

And again:—

"In the 1948 reports it was said that until Canada has a larger population or until the basic costs of air transport are reduced international flying must be regarded primarily as a long-term investment. I think that is a fair statement."

And again:—

"All you can do is to keep fighting the deficit and to build up traffic as much as you can."

Canadian Pacific Airlines, being a privately-owned company, must operate on the basis of economic factors in order to become a profitable enterprise. It is by legislation not an integrated system but must be rather a series of disconnected operations scattered across the country.

In addition to handling a monopoly of the principal traffic routes in Canada and serving the principal centres (CPA being limited to North and South routes with one exception i.e. Vancouver to Calgary), TCA is directly associated with the carriage of mail. TCA on certain of its routes carries mail under contract with the post offices but other scheduled carriers only carry mail which is posted as air mail. First-class mail does not go by air on the routes of the Company but goes TCA. Again there are what may be described as hidden subsidies in respect of TCA. Airports are provided by the Department of Transport. Aids to navigation are also provided and staff to man the same. In many cases, such as at Williams Lake, Val D'Or and Rouyn, the Company must provide its own airport. In most cases radio ranges are provided by the Company and manned at its own expense and there is no operating revenue from these. TCA does pay a nominal landing fee but that also is applicable to the Company.

It was said that wages to employees of the Canadian Pacific Railway and of the Canadian National Railways, one of which is government owned and the other a private enterprise, are similar. The answer to this argument is that the privately-owned railway has always been the yardstick whereas in air travel the government-owned operation was first in the field with a definite monopoly and because of its subsidized character should not and cannot be the yardstick.

The differences between the two are so substantial that the Board is of opinion that the salaries paid to pilots of the Company should not necessarily be the same as those paid to TCA. Nor are the salaries paid to pilots of Queen Charlotte Airlines, Maritime Central Airways and Central Northern Airways, all of which are scheduled Canadian airlines, to be relied upon in fixing the salaries of the Company pilots. All of these operations are small and confined. Queen Charlotte Airlines pays its captains a basic salary commencing at $155 per month for the 1st year and raising to $215 per month for the 5th and

succeeding years together with $3 per hour flying time for a maximum monthly flying time of 100 hours. Maritime Central pays a flat salary basis to its captains commencing at $350 per month for the 1st year and increasing to $450 for the 3rd and subsequent years. Limit of time is 85 hours. Central Northern Airways pays a basic salary of $130 for the 1st year increasing to $180 in the 6th and subsequent years together with 3 cents per mile flying time. First officers are used by QCA and MCA and in the former are paid a basic salary of $155 per month for the 1st 6 months increasing to $215 in the 3rd year and thereafter together with $1 per hour flying time while in the latter operation 1st officers commence at $200 per month flat salary increasing to $275 for the third and subsequent years. It will be noted that the present salaries paid to pilots by the Company both on flat and mountain terrain greatly exceed those paid by any of the other scheduled air services save TCA.

There is other unscheduled service in Canada. The British Columbia government operates one aircraft and employs one pilot at a salary of $300 per month. The Saskatchewan government pilots' salaries range from $250 to $310 per month spread over a five-year period plus a commission of $1 per hour for each hour flown over 500 hours per year and a further commission of $2 per hour for each hour flown over 85 hours per month. An average salary would therefore appear to be about $350 per month. In the Manitoba Air Service there are three pilot classifications commencing at $150 per month to $225 per month, the latter of which attains a maximum $275 per month after five years' service and the Base Superintendent is paid a salary of $300 to a maximum of $350 per month after five years' service. Qualifications include university entrance and flying experience ranging from five hundred hours to 1,500 hours depending on the classification. The Ontario government has two classifications and salaries are established on an annual basis, the maximum rate being $300 per month. The Dominion Government has a Civil Aviation Branch of the Department of Transport staffed with inspectors whose responsibility it is to ensure that both the operators and pilots adhere to regulations and are qualified to take the operation for which they are licensed. These inspectors are paid by the Dominion Government a maximum of $300 per month. Initial qualification requirements are high school education, several years' experience, from 750 to 1,000 hours as pilot in charge of an aircraft and a public transport certificate. The District Inspector receives a maximum salary of $350. (The quoted rates were those in effect in 1948 and are extracted from the Report of the Conciliation Board of which Mr. Justice Adamson was chairman.)

There was some discussion as to the method of pay. The Pilots Association originally requested in respect of Captains a flat rate instead of the present base pay plus flying pay.

Some airlines pay the pilots on a formula basis and some on a flat basis and the tendency seems now to indicate an increase in base pay agreements. When the Company was formed some of the lines which were already in operation used the flat rate and some used a formula basis and the Company has continued the formula basis and desires to so continue. The Company did submit proposals on the flat pay basis which the Pilots Association found to be undesirable because the safeguards which the Company felt should be set out were so onerous that an alternative formula basis was suggested by the Pilots Association. The Company feels that a flat monthly rate is not satisfactory in its type of operations either to it or to the pilots. The formula basis was adopted to remedy the inequities and to establish a method of payment to provide the closest possible relationship to the service rendered by a Captain. It is said that it has been reasonably fair both to the Captains and to the Company and no sound reason has been advanced which would justify departing from it at this time. It is an incentive pay in that it encourages Captains to operate extra or non-scheduled trips within the limits of his monthly flying hours. Where flying over different terrain presents different responsibilities it would seem that the present formula basis with present equipment is or should be more satisfactory to both parties and the Pilots Association does not seriously disagree.

One of the reasons advanced by the Pilots Association for flat rate pay was that there is a lag in the payment of the flying pay. Until comparatively recently this lag amounted to about two weeks, that is to say, the flying pay of a Captain paid on the basis of $5 or $6.25 for flat and mountain terrain respectively would be paid on the 15th of January for the previous month of December whereas recently this lag has extended for an additional month i.e. payment would be made on the 15th of February for the hours flown in the previous December. The Pilots Association rightfully complains of this delay. Necessary

adjustments should be made in the accounting system so that payment can be made not later than the 15th of the month following the time that it is earned.

(*a*) (1) *Captains Domestic*

This Board recommends that the base pay of all Captains flying domestic be increased by approximately 7½ per cent and that flying pay of $5 per hour on flat terrain and $6.25 per hour on mountain terrain remain as it is at the present time. The salary rates of Captains would therefore be as follows:—

Captains	Basic Salary*
1st year	$194.00
2nd year	210.00
3rd year	226.00
4th year	242.00
5th year	258.00
6th year	274.00
7th year	290.00
8th year	306.00
Thereafter	323.00

* +$5.00 per hour flat terrain.
+$6.25 per hour mountain terrain.

(2) *First Officers Domestic*

No change was suggested by the Pilots Association in the starting rate for First Officers Domestic but it was suggested that after the 5th six months the rate be increased from $370 to $420. The Board recommends an increase of $30 per month in salary for those who remain as First Officers after three years so that the schedule would be as follows:—

First Officers	Salary
1st 6 months	$270.00
2nd 6 months	295.00
3rd 6 months	320.00
4th 6 months	345.00
5th 6 months	370.00
Thereafter	400.00

(2) *Captains and First Officers D.C.-4*

The Pilots Association requests a differential of $100 per month as between Captains flying D.C.-2 equipment and Captains flying D.C.-4 equipment and a differential of $30 per month for First Officers. The main argument for such a differential is that the increased complexity of the craft and increased responsibility warrants the same. The Company did not seriously argue against a differential and in fact at one stage in the negotiations either prior to or before the Conciliation Officer the Company had offered a differential of $50 in base pay to Captains but no differential to First Officers. The Company's position now, however, is that while it was thought at one time that 4-engine planes could operate economically on many of the domestic routes that further investigation had shown that this was not feasible and therefore the decision was made not to use Canadair IV. It is stated that the Company's present domestic routes are not adaptable to the use of 4-engine planes and that it will not be the Company's policy to use 4-engine planes with the present route pattern. The traffic, however, on two routes in certain seasons of the year is such that advantage does accrue by using the larger equipment. The routes are the Vancouver-White Horse and a section of the Vancouver-Prince Rupert run namely from Vancouver to Sandspit. There is, however, not enough 4-engine flying time domestically to use a full crew on such equipment. At the present time no more than one trip a week during a normal period is expected and that only on the Vancouver to White Horse route which would use only a small portion of a crew's time. Rather than an increase in base pay it would seem that the additional compensation might well be by way of an increase in flying pay. The Company suggested that this increase be to $6.70 per hour but the Board considers this insufficient. The Board recommends that for the temporary situation Captains be paid $7.25 per hour flying time while engaged in a D.C.-4 or other 4-engine equipment domestically and whether flying flat or mountain terrain.

No differential is made between 2-engine and 4-engine equipment in the salaries of First Officers by TCA and in many other airlines. The Board is of opinion that since the First Officers must be capable and ready at all times to take over the craft and for other reasons there seems no sound reason why a differential should not be made. This Board recommends that salaries of First Officers flying D.C.-4 or other 4-engine aircraft for the temporary situation be increased by $40 per month over those recommended in respect of the 2-engine equipment, and that such increase be applicable *pro rata* to the time occupied in flying in the respective equipment.

(*b*) (1) *Captains Pacific*

The Association proposal is that Pacific salaries for Captains after eighteen months' service be $1,100 per month based on a 900-hour year plus $12 per hour for a maximum of 100 hours per annum. This rate is compared with TCA's Atlantic operations which are on a basic rate of $1,000 per month plus $13 per hour for a maximum of 120 hours and averages at $1,130 per month and is compared with North-West Airlines (Orient) which on the basis of an 85-hour month reaches $1,246.75.

The Company, on the other hand, compares the rate which it proposes with that of its principal Pacific competitor namely

British Commonwealth Pacific Lines. Captains on the latter are paid less than half the amount which the Company proposes and their salaries include flight pay and travelling allowance. The Company's proposal is on the basis of 1,020 hours per annum. Reduced to a common denominator the comparisons except that the Association proposes 1,000 hours and BCPA operates 1,000 hours while the Company and TCA are based on 1,020 hours is as follows:—

	Company Proposal	Association Proposal
1st 6 months	850	1,100
2nd 6 months	900	1,150
3rd 6 months	950	1,200
4th 6 months	1,000	
3rd year		
4th year		

TCA	NWA	BCPA Grades 1 to 3
1,030		308 -390.13
1,080		308 -390.13
1,130		313.13-400.40
		313.13-400.40
	1,246.75	318.27-410.67
		323.40-420.93

A substantial amount of training is required before Captains on domestic lines are considered properly equipped to fly Pacific and during this period not only is the pay of the Captain on his domestic rate carried on but special provision is made for living expenses. Also during Pacific flights the Company pays all the pilots' expenses and these have been extended as hereinbefore referred to. The same arguments apply to the rates paid by BCPA as to those paid on American airlines and comparison therefore is not sound because of the material difference in the economy of Canada and Australia. A fair basis of remuneration would be to extend the increases proposed by the Company beyond two years and to provide for payment of $1,075 per month thereafter. The Board therefore recommends that the rates of pay for Captains Pacific be as follows:—

Captains Pacific	Salary
1st 6 months	850
2nd 6 months	900
3rd 6 months	950
4th 6 months	1,000
Thereafter	1,075

(2) *First Officers Pacific*

Comparisons with respect to First Officers on the same basis as Captains' salaries are set out below, the last 100 hours being computed in the Association's proposal at $6 per hour and in TCA at $6.25 per hour. The rates on this basis are as follows:—

	Company Proposal	Association Proposal
1st 6 months	380	500
2nd 6 months	400	550
3rd 6 months	420	600
4th 6 months	440	
5th 6 months		
Thereafter	460	

TCA	NWA	BCPA Grades 1 to 3
		195.07-246.40
462.50		(Probationers 154)
502.50		195.07-246.40
542.50		231 -251.53
	670	231 -251.53
		236.13-256.67

First Officers Domestic would ordinarily obtain promotion by transferring to Pacific duty and since the salaries domestic have been increased by $30 per month and the Company's proposals must have been based on the old rate the Board recommends that the salaries of First Officers Pacific be as follows:—

1st 6 months	$410.00
2nd 6 months	430.00
3rd 6 months	450.00
4th 6 months	470.00
5th 6 months	470.00
Thereafter	490.00

(3) *Second Officers Pacific*

The Company proposes a rate from $270 for the first six months to $370 after two years. The Pilots Association takes the position that the Second Officers employed by the Company are trained by them as pilots and navigators whereas in TCA and NWA Orient the Second Officer is a navigator only and that the requested salary of $500 per month is low as compared to TCA's salary to its Second Officers of $542.50 and to North-West Airlines Orient of $600. It is noted that in the figures given by the Pilots Association the top rate in TCA for Second Officers is the same as the top rate for First Officers and in North-West Airlines Orient there is a difference of only $10. The explanation for the similarity is that a navigator on TCA and NWA Orient remains as such and does not become a pilot. Such rates would not be reasonable in the Company's operations. The position of Second Officer is a new one in the Company's service and the inten-

tion is to obtain young men preferably of the age of twenty-one and to train them as navigators. On entering the service they must have a commercial flying licence and would therefore have some pilot training. Promotion would then be to First Officer Pacific and then to Captain Domestic and then to Captain Pacific. If this progression is reasonable then there should be progression of salary. As with First Officers the Company must have based its proposals on the rate domestic then in force and in line with recommendations already made the Board recommends that the salaries of Second Officers be:—

1st 6 months	$300.00
2nd 6 months	325.00
3rd 6 months	350.00
4th 6 months	375.00
5th 6 months	400.00
Thereafter	400.00

(c) *Reserve Captains*

A Reserve Captain has been defined in the definition hereinbefore set out. This is a temporary classification. A Reserve Captain is a senior First Officer who has been "checked out" by the Company as a Captain. A permanent appointment is not open for him and in the meantime he has permanent employment as First Officer and takes over as Captain when one of the Captains is off for illness or other reasons. At the present time a Reserve Captain is paid a First Officer's salary while flying as First Officer and while flying as Captain is paid his First Officer's pay together with $2.50 per hour for all flying time that he is in command of an aircraft. The Pilots Association has requested that Reserve Captains be paid at Captain rates for all times flown while acting in the capacity of Captain and First Officers' rate for time flown as First Officer. This would mean that while flying as Captain a Reserve Captain would receive the basic Captain's pay which would be at the start of the scale i.e. (presently) $180 per month together with $5 per hour flying pay while flying flat terrain and $6.25 per hour flying pay while flying mountain terrain. Since he is a Senior First Officer and First Officers are paid a flat salary he would be probably in receipt of $370 per month and would be paid his first officer flying time at this rate. The difference lies in whether while flying as Captain he should receive the proportion of $370 per month +$2.50 per hour flying time or $180 per month +$5 flying time flat terrain or $6.25 per hour flying time mountain terrain. There would seem to be very little difference and what there is may be in favour of the Reserve Captain. Since the suggested method of payment would make the bookkeeping more difficult there seems no reason why the present method should not be carried on and this Board so recommends.

3. ***Allowances for Uniforms***

The Association requests that the Company pay one-half the cost of any uniform which pilots are required to wear in accordance with Company regulations and also the full cost of badges, buttons and insignia. At the present time badges, buttons and insignia are provided by the Company. The Company arranges for the purchase of necessary uniforms at a wholesale rate and allows pilots to pay for them through instalment payroll deduction. The Company does not contribute to the cost of uniforms or work clothes of any grade of its employees. Uniforms are supplied to the pilots on some airlines particularly in certain lines flying out of Britain and France but in those cases the pilot's remuneration is very much smaller than that paid in Canada. In the opinion of the Board, pilots' remuneration is sufficient to enable them to supply their own uniforms and it is not recommended that the Company should contribute the requested portion.

4. ***Allowances for Life Insurance***

All pilots are covered by Workmen's Compensation Board at the expense of the Company. Group life insurance is available to the Pilots at favourable rates and the limit has recently been raised to $10,000. Since limitation of flying hours and the very favourable level of earnings are based partly on the assumption of occupational hazards there seems no reason why the Company should contribute towards the cost of premiums for specified amounts of insurance for pilots in either domestic or overseas service.

5. ***Limitation of Time on Overseas Service***

This question was not brought before the Conciliation Officer but it was said that a recommendation of the Board would be much appreciated. When the Pacific service was established there was no time limitation placed upon the pilot as to the length of time the Company would require him to serve before he could bid out from Pacific service back into domestic lines. Later it was a provision of the bidding and so bulletined that those who applied should serve on Pacific for at least three years before being permitted to bid for a vacancy on domestic. The suggestion of the Pilots Association is that a pilot should be permitted to bid back into domestic

after eighteen months of Pacific service. The Company, on the other hand, considers that the cost of training a pilot for the overseas service is very substantial and that three years is not a very severe restriction.

The Northern route is the most trying to the pilot and the Board's opinion is and it so recommends that after 24 months flying Northern route or three years flying Southern or thirty months flying combined Northern and Southern the Captain may bid out of Pacific service into domestic. Furthermore, after service of a period of eighteen months on the Northern route a pilot may not be removed to the Southern route without his consent.

6. ***Effective Date of Pay***

The Board recommends that increases in salaries on domestic routes be retroactive to August 1, 1949 and rates in Pacific service be retroactive to the date of appointment on overseas route.

All of which is respectfully submitted this day of January A.D. 1951.

(Sgd.) J. E. Eades.
(Sgd.) John Groves Gould.

Minority Report and Recommendations

To the
Hon. the Minister of Labour,
Ottawa, Ont.

It is with regret that I am unable to agree with the Majority Report and Recommendations. Certain preliminary statements seem advisable in order to place my views on record. Preamble to the recommendations is made in an endeavour to set forth the dispute as seen through the eyes of this member.

The Company operates a carrier service by air and I believe that in order to succeed and to have the confidence of the general public it is essential that certain conditions exist.

The primary consideration in the operation of an air transport should be the safety of its passengers. The secondary consideration—that of operating at a profit. This safety of passengers depends on two factors, the first of which is the Company's prerogative, that of supplying suitable aircraft and pilots to fly them. The second factor depends on the pilot's skill, ability, physical fitness, mental alertness coupled with an important factor known as working conditions. It is interesting to note that Dr. Edward P. Warner, President of the Council and Director-General of the International Civil Aviation Organization, in the preface of a book entitled "Human Factors in Air Transport Design" by Dr. Ross A. McFarland states as follows: "Accumulating experience is making us increasingly aware of the dependence of the safety record not only on the pilots' physical and mental condition, but also on their working conditions."

Nothing could be more obvious than the fact that an air line whose safety record commences to fall loses the confidence of the public and is on the road to failure. It seems self-evident that pilots, while in the air either operating a plane or flying as a deadhead crew are subjected to constant fatigue for the reason that they are flying at high altitudes, confined in a limited space and subjected to constant noise. With their knowledge of flying they are always aware of danger presenting itself in various forms. It is therefore essential that flying hours, deadheading or otherwise be limited in accordance with some well established practice generally accepted by specialists in that field of endeavour. I feel compelled to accept as an uncontradicted fact the statements of Dr. Ross A. McFarland in his book "Human Factors in Aircraft Design" where he states on page 384—"As aircraft increase in size and complexity, the responsibility placed on the pilot becomes greater and severe demands may be made on his physical strength as well as on his motor skills and reaction time" and continued on page 476—"A consideration of the duties in piloting large transports showed that the number of instruments and controls that must be observed and manipulated has approached the limits of human capabilities; this indicates that a differentiation of function is an absolute necessity in the interest of safety and efficiency. The pilot is able to operate only a limited number of controls, switches and levers within a given time interval. In addition, there are psychological handicaps in regard to attending to so many items simultaneously. The trend is towards greater rather than less complexity in the pilot's duties because of the addition of traffic and radar controls to the flight instruments already present."

It is self-evident that pilots operating large transports and having to manipulate and observe a great number of instruments and controls are subjected to an ever present nerve strain and in addition to this are faced with the fact that a mistake on their part could have most serious results to the plane, passengers and themselves. They are also aware that should they make a mistake in judgment and damage the plane they are most likely

to lose their licence and position, their very means of livelihood. One therefore concludes that pilots must at all cost, be free from undue mental or physical fatigue.

I listened with interest and attention to lengthy and exhaustive presentations of the case by both Company and pilots and have read the transcripts of evidence, the briefs and the numerous exhibits filed and find myself in a position of being unable to agree with the other members of the Board. The disagreement is in part the result of my belief that some principle should be adopted and a precedent followed in resolving the questions in dispute.

The question of ability to pay was not raised by the Company and is therefore not an issue. I do not favour the adoption of U.S. rates of pay but I think that it should be remembered in comparing wages of pilots in Canada and U.S.A., with others, that the air line pilot is not an industrial worker, is not hampered in productivity, as Canadian industrial workers are by comparison with his American counterpart by any lack of facilities for mass production. The pilot is a technical man flying similar aircraft through the same atmosphere, often over the same routes, using the same gasoline and the same facilities and having at least as great skill and as high physical standards as the American pilot.

The CPA argued that a comparison of wages paid to American Pilots is unjust, but the CPR which controls the CPA and fixes its policies, argued differently in its Brief before the Royal Commission on Transportation and stated as follows:—

"The most impressive single political-economic fact in the modern world is the power of the United States to maintain a rapid rate of increase in its productivity per worker in the face of increases in the number employed (and decreases in the average number of hours worked in the year). The result is an increase in total national product over any period such as a generation, which can only be described as startling. Canada is exposed to the full competition of that immensely vital economy throughout the whole breadth of the country. It must meet that competition or be gradually pushed aside in the economy of this continent. In fact it has not only held its own but stands higher now than it did at the opening of the century."

Thus Canadian Pacific makes the points that:—

1. It is proper to draw comparisons between conditions in the United States and Canada.

2. Although Canada has had to face strong competition from the United States in the past, she has successfully met that competition and stands higher now than at the beginning of the century.

I find it necessary at this time to state I do not believe that American scale of wages can properly be applied in Canada for many reasons too obvious for discussion at this time. But all together apart from any question of amount of salary it is certainly proper to examine the trends in salaries in air transportation in the U.S., our closest neighbour which has the nearest comparable form of living scale and where many of the world's greatest airlines operate.

I am of the opinion that no sound reason was advanced by the Company why there should not be equal pay for equal service. However in searching for a precedent for this conciliation, it is my opinion that the pay and working conditions existing in the Trans Canada Airlines is a comparable, just and proper guide in arriving at a settlement of this dispute.

It should be pointed out that the Pilots Association is the certified bargaining agent with both the CPA and the TCA and for many obvious reasons it is logical that similar contracts should be entered into by the pilots with both airlines. It seems equally obvious that these contracts should for the benefit of all parties terminate at the same time and negotiations between the pilots and the Companies should be entered into jointly. Your member is satisfied from the evidence that the duties and operations in general are similar and if any difference exists the evidence points to the pilot of the CPA having more difficult and hazardous routes to fly. This is substantiated by the evidence that the CPA has instrument flying routes off the airways where other aircraft neither report their position nor are aware of the position of others. This matter was dealt with at some considerable length in the Pilots' Brief and is mentioned later in this report and the argument is strongly supported by the facts.

The majority of the Board arrived at the conclusion that the TCA is a "prestige service" and for that reason cannot be used as a proper yardstick in this conciliation. With deference to contrary opinions the Company used this merely as a red herring.

No better example of the propriety of comparing operations of the two air lines may be found than that which is available to us in the history of employer-employee relations with respect to the

parent bodies of the same two airlines. TCA is wholly owned by the CNR while CPA is wholly owned by the CPR. The two railways have for years negotiated their labour contracts together and for years wages, for comparable classifications, have been identical in both operations.

The map attached to the report shows the extensive routes, transcontinentally and feeder, operated by this Company.

Assuming for the sake of argument that such a conclusion was correct it is certain that the Canadian Pacific would be the first to deny that anyone was giving a service that carried more prestige than their own. It must be remembered that the CPA is owned and controlled by the CPR and is an integral part of one of the world's greatest and finest transportation systems. This system known to all Canadians and for which we have reason to be proud is known the world over for its capable management, dependability and luxurious service.

It is indeed worthy of note that the expensive and luxurious Canadian Pacific boats have been withdrawn and air transportation has taken their place, at I believe a great saving of cost to the Company. This is merely keeping abreast with progress and is in keeping with a more speedy and economical service satisfactory to the travelling public.

On January 4 of 1951, the Canadian Australasian Line's ss. *Aorangi* set sail from Vancouver on its last Trans-Pacific run (Canadian-Pacific). Because the *Aorangi* has been the major surface travel link between North America and the Antipodes for more than a year, its removal means that the only way to get to Australia and New Zealand from North America after January 4 will be via air. Unless, of course, the traveller wishes to go the long way around, via the Mediterranean or South Africa.

Over a year ago, the Matson Line, an American shipping firm removed its last passenger ship from the run to Australásia. All that will remain after the removal of the *Aorangi* is a freight and passenger service offered by the Carpenter Line (Canadian). And since the Carpenter ships can carry just twelve passengers on each voyage, the latter being spaced several weeks apart, *there seems to be little doubt that the Pacific passenger carrying trade has been abandoned by the shipping firms, leaving a clear field to the air lines.*

In Australia recently Mr. G. E. Gray, TCA General Supervisor of Agency and Interline Relations said that the number of people choosing to fly to the U.K. via the Pacific and Canada had increased by over a hundred per cent in the last twelve months.

The late Labour Minister, the Hon. Humphrey Mitchell, told Canadian Labour: "Produce more and earn more." It is a point often debated whether this or that group of workers has in fact increased its contribution to the nation's economy in return for increased earnings. But it seems quite obvious that the air line pilots of CPA have contributed and are contributing more to that Company. As aircraft increase in size, the pilot accepts heavier responsibility and transports more passengers, more freight and express, more air mail, per air mile flown. As aircraft increase in complexity in the pursuit of greater efficiency, speed, regularity and passenger comfort, the technical knowledge and skill of the pilot have increased to keep pace. As the Company's routes are converted from visual and day flying services to instrument and night operations, the pilot, by the exercise of the greater flying skill and increased knowledge of weather, radio and navigation which such conversion entails, has built up a record of a greater percentage of flights completed, raising, without jeopardizing safety, the record of the Company for punctuality and regularity of operation, enhancing its reputation and hence its revenue.

As the routes of CPA have been pushed half way across the world, to Australia, Japan and China, the air line pilot has gone forth, building up the experiences of the Company in flying overseas routes, and in meeting the notoriously difficult and dangerous weather conditions of the Aleutians. The hazards of the latter route have lately been increased by its proximity to the war area, and on both routes by the congestion arising from the phenominally increased airway traffic due to the UN war effort.

On CPA's domestic routes also, the hazards are in some cases increased by the nature of the operations. Most airlines such as the TCA fly over controlled "airways"—paths in the sky wherein traffic is controlled by government authority, the positions and altitude of all other aircraft are known, and radio ranges are provided by the government, so that even at night or when flying by instruments in clouds, the pilot is reasonably assured that although other unseen aircraft are about they will pass safely.

CPA, on the other hand, has some instrument flying routes off the airways, where other aircraft neither report their position nor are aware of the positions of

others. These latter machines, if flying by visual contact with the ground, avoid collision with others by visual means, and en route, avoid aircraft flying on instruments by staying away from clouds. But the aircraft which has flown through clouds to reach its destination must necessarily on arrival come down through the ceiling into the middle of this unreported traffic. At Red Lake, Ontario, for instance, CPA pilots let down on instruments by reference to a low powered radio beacon (not a regular radio range) into ceilings of 500 feet, and it is not uncommon to break through at speeds approaching two miles a minute—176 feet per second—to discover a floatplane within a few feet of the ceiling and directly ahead. It is perfectly legal and normal for the other aircraft to be there unreported, as Canadian Air Regulations place no restrictions on aircraft flying by visual flight rules outside a coastal area and below 700 feet altitude measured from the ground. But this situation has given rise to some near misses at such places as Red Lake, and no doubt explains in part why the Great-West Life Assurance Company charges higher premiums on the lives of CPA pilots than on those of TCA.

No evidence was given by the Company to show that they were in any way dissatisfied with their progress or profit from Trans Pacific operations. And evidence was given that the Company was extending and not reducing their service. It seems only logical to conclude in view of the vast experience of the CPR in transportation that they not only intend to stay in business but to compete with all contenders in respect to similar services. I am therefore forced to the conclusion that if the CPA intends to protect the public by employing the very best pilots available it is necessary in order to attract them to the Company's services to have working conditions similar and to have a rate of pay comparable to that of the Trans Canada Airlines, which rate of pay is lower than that paid to American pilots on similar service. The following recommendations are therefore made: I concur with the findings of the Majority Report set forth on page 3 and 4 of the said report that agreement had been reached on the following matters:—

1. Definition—Captain, First Officer, Second Officer.
2. Certain aspects of hours of service (domestic).
3. Expenses and income tax allowance for pilots permanently transferred to bases abroad.
4. Seniority.
5. Seniority list.
6. Loss of seniority.
7. Filling of First Officer vacancies on domestic.
8. Clauses covering definition of mountain terrain.
9. Clause covering reserve captain length of service for pay purposes.

This should constitute a firm agreement between the pilots and the Company on these matters without prejudice to the issues set out in the Company's Brief (page 8, paragraph 18) and dealt with during this hearing. The terms of the matter agreed upon are set forth at the bottom of page 4 in the Majority Report and continue on to the top of page 9 and are more specifically therein set forth.

The main issues in dispute fall into the following categories:—

1. Hours of service including a consideration of flying hours credit for vacation.
   (*a*) Domestic.
   (*b*) Pacific.
   (*c*) Flying hours credit for vacation.
   (*d*) Deadheading.
2. Salaries.
   (*a*) Domestic.
      (1) Captains and First Officers 2-engine equipment.
      (2) Captains and First Officers 4-engine equipment.
   (*b*) *Pacific.*
      (1) Captains.
      (2) First Officers.
      (3) Second Officers.
   (*c*) *Reserve Captains.*
3. Allowance for Uniforms.
4. Life insurance to be provided by the Company.
5. Limitation of time on overseas service.
6. Retroactivity of pay increase if any domestic and of established rate Pacific.
7. Domestic 4-engine flying.

I now proceed to deal with the issues and disputes as to which I am in disagreement with the majority.

Hours of Service

Same as TCA, both as to 2 and 4 Engine Equipment.

Hours on Pacific

It is recommended that any contract entered into between the Company and the pilots should contain a clause that "no pilot

shall be allowed to exceed the hours specified herein." This is for the express purpose of preventing any officer of the Company from saying to a pilot words to the effect "You volunteer to take this flight don't you?" which would put the pilot in a very difficult position as he would feel that in order to obtain advancement with the Company he could not properly refuse such a request. The limitation of pilot flying time is of tremendous importance to professional pilots, air transportation Companies and to the travelling public; and the results of this question will have a definite bearing on the length of the career of the pilot thus affecting himself and his employer and will be closely related to safety which is vital to all concerned. The piloting of an aircraft in schedule service involves intelligent action of the type which depends on the insight into the connection of things and events and upon their casual relationships; the exercise of vigilant forethought, rapid and accurate movement, split second timing, muscle co-ordination and involve essential nervous processes which are most extravagant in energy expenditure.

The Pilots' duties most calculated to induce mental fatigue are also of a type which suffer most from its affects. When in industry, fatigue causes a falling off of production, in the case of the pilot the usual symptoms, inability to pay attention, failing memory, reduced capacity to concentrate and co-ordinate may have fatal results. For these amongst many reasons established Airline Companies have in most instances entered into agreements with the pilots that 75 hours flying time should be the basic maximum per month for mountain terrain and for 4-engine equipment. In an endeavour to comply with the desires of the Airline Companies the pilots have agreed to change the limited time per month to a quarterly basis in order that the Companies may make good an average production of flying hours per pilot coinciding as nearly as possible with this maximum. But the pilots urge that there must be no pressure either expressed or implied on a Captain to commence a flight or to complete it once started, if in his judgment he or his crew are too tired to do so. They further argue that carrying an extra pilot even if he is a Captain has not been found to be a solution to fatigue on long flights as pilots claim that they cannot rest properly during a "watch below while in the air." It is interesting to note that the International Federation of Airline Pilots Association, of which the Canadian Airline Pilots Association is a member, recently ratified the following basic maximum hours of work for pilots: day 8, week 36, month 85, quarter 255, year 935. In view of these facts and many others presented at the hearing it is therefore recommended that the maximum permissible flying hours be the same as TCA agreement.

(*a*) No pilot shall be allowed to exceed the maximum air hours specified herein (except in extraordinary circumstances) and any question arising herein shall be deemed a grievance.

(*b*) Flying hours to be subject to deductions for vacation credits, all of which are to be co-related as nearly as possible to TCA flying hour limitations.

Vacation Credits

My recommendation is same as TCA.

Deadheading

In regard to deadheading this problem is to the pilot a serious matter. While deadheading from place to place he is working for the Company for full hours and subject to the Company's order and in my opinion is subject to flying fatigue. I can see no good reason why the pilots should not be paid under these circumstances. This subject was dealt with and canvassed at great length. I am further of the opinion that the Company could apply itself to this problem and remove to a great extent the necessity for deadheading. Until such time as deadheading is removed there exists too great a temptation to require this service from pilots unless the penalty of full allowance for all hours while deadheading is given to all pilots and crew.

Salaries

It should be pointed out that there are some difficulties in co-relating formula pay to flat salaries. It is therefore recommended that the Company and the pilots get together and work out various rates of pay so as to co-relate them as nearly as possible to salaries paid by the TCA. It is, in addition, recommended that as there have been no increases in salaries, and that the dollars received by the pilots will undoubtedly buy less than the dollars received in 1949 or 1950 and also as the difference between formula pay and flat salaries is such that pilots are not able to plan in advance because of lack of knowledge as to their earnings and that these elements should be considered in computing pay increases. Therefore any benefits received by the Pilots of the TCA in their present negotia-

tions with the Company be accepted by the Company as a proper rate of pay to be paid to air crew.

It is now necessary to deal with salaries of captains and first officers flying 4-engine equipment domestically. It might be noted that the late Minister of Labour, Hon. Humphrey Mitchell, told Canadian Labour —"Produce more to earn more". The CPA in the presentation of its case recognized that there should be a differential of some kind for pilots and officers in this class and offered first officers flying D.C.4's a differential of $50 a month in excess of first officers flying 2 engine D.C.3 equipment. This principle would, I think, apply equally to captains and other officers operating four engine equipment domestically. It seems logical in dealing with this matter to compare the two. Uncontradicted evidence shows that the D.C.4's carry an increased pay load over the D.C.3 of approximately 40 per cent, there being 28 passenger capacity on a D.C.3 and 40 passenger capacity on a D.C.4. It should also be noted that the increased speed of a D.C.4 has resulted in approximately 86 per cent increase in ton miles. Applying the late Hon. Minister of Labour's principle the pilots productivity is therefore increased by 86 per cent, and a $100 increase for captains would be a differential of approximately 13·3 per cent if the pilots figures are correct. The increase therefore, requested by the pilots of $100 per flying month of 75 hours on a D.C.4 domestic seems not out of line when compared to the increase in productivity both in pay load and ton miles. The Company's gain would seem to be substantial regardless of the fact that the equipment would cost a great deal more. It is my considered opinion that pilots should receive some share of the increase in revenue. For that reason, coupled with many others, I recommend an increase of $100 per month in the basic wage of captains flying D.C.4's or four engine equipment domestically over those flying D.C.2 or D.C.3 equipment, during such time as this equipment is being used merely as a temporary expediency and that the basic pay increase for first and second officers be $50 and $30 respectively per month. Should the use of this 4-engine equipment be continued as a permanent service I recommend that the salaries applicable to D.C.4's or 4-engine equipment with the TCA lines together with such increases as they may obtain under present negotiations be paid to pilots in their respective classes.

Captains, First and Second Officers Pacific

It is recommended that the captains and first officers rates of pay be the same as those on the TCA overseas. In the TCA service, second officers are required to be navigators only, while second officers in the CPA service must be both pilots and navigators. Therefore, in my view, CPA second officers and navigators should command an increased rate of pay over TCA second officers equivalent to that of Junior first officer. All ranks should get an increase equal to TCA's new contract.

Reserve Captains

It is recommended that all first officers checked out as captains should get an additional $30 per month over other first officers because of their additional qualifications during the first year. In addition while flying as reserve captain over flat terrain they should receive $2.50 per hour the first year, $3 per hour the second year and $3.50 per hour for the third year. While flying over mountain terrain that amount should be increased by a dollar per hour. After the third year there would be no change.

Uniforms

It is recommended that allowance for uniforms be on the same basis similar as TCA and that the Company pay the cost of the material.

Allowance for Life Insurance

It is recommended that the same insurance allowance be made as that of the TCA.

Limitations of Time on Overseas Service

I am in accord with the majority of the Board in this respect. Their recommendation is found on page 39, paragraph 5 of their report.

Effective Date of Pay

I am in accord with the majority of the Board as set forth in paragraph 6 on page 40 of the Majority Award and so recommend.

Flying Risk

A great deal was advanced by both sides in respect to the question as to whether there was or was not additional risk while flying which should be compensated for in dollars. It is my opinion that there is risk in flying, over and above that of almost any other occupation, and that this risk plays a large part in the nerve wastage of a pilot forcing him to retire at an early age of life.

In disagreeing with the other members of the Board in respect to flying hazard I have come to the conclusion that there is always a danger to the pilot of sudden death, should the pilot at any time become fatigued or should his physical or mental health be such that he is not always in first-class physical condition and mentally alert. In the January, 1951 edition of "Canadian Air Line Pilot" lists the names of 26 pilots who have paid the supreme sacrifice in the service of air transport.

In my opinion there should be borne in mind that pilots are under continuous nerve strain, seriously affecting the pilots employable period as such. According to the figures presented to this Board, there is a tremendous falling off of pilots on active duty after 34 years of age. In other words 74 per cent of the pilots are through for one reason or another at the age of 34 and after the age of 39 only 9·7 per cent of pilots continue to fly. These figures, in my opinion, clearly show that it is essential if young and capable men are to be enlisted in this service, that they be given such remuneration as will enable them to set aside sufficient money from their earnings to support themselves and their families upon retirement from service, whether voluntarily or otherwise. This occupation is of such a character that when middle age is approaching, it is necessary for these men to seek a new field in which to earn a living and take a chance on obtaining another job or earn a living at greatly reduced rates of pay.

"Medically a man may be only as old as his arteries. But an airplane pilot has more complicated problems as he begins to get older. He has to worry about his 'functional age'." Recently, Psychologist Ross A. McFarland of Harvard's School of Public Health told the Gerontological Society in Manhattan that a pilot is as old as his vision, or his 'motor skill,' or his general ability to adjust to the demands of his job. No exact age limit should be set for pilot retirement, McFarland said, but life in the sky certainly does not begin at 40.

Of 7,237 airline pilots holding medical certificates from the CAA in 1946, only 9·7 per cent were 40 or over, 3·4 per cent were 45 or over, 1·3 per cent were 50 or over.

Statements were made and statistics quoted by the Company as to risks in other occupations for the purpose of minimizing the hazards of flying. We all know how statistics may be quoted and used for many purposes which do not in themselves prove anything.

I am reminded of an article in the January, 1949 issue of the "Canadian Airline Pilot", which reads as follows:—

"Of course air line flying is safe—the statistics prove it. And statistics also show that crossing Niagara Falls on a tightrope is safe—it has been done, and no one has been killed attempting it; thus the safety record is 100 per cent, but only because none but the best artists in the world have tried it."

Flying is not inherently a safe profession. It can never be anything but potentially dangerous to drag a complicated mass of machinery into the air from a runway of restricted length, or to bring it hurtling back onto the ground at a selected point in nearly all weathers, night or day. The fact that it turns out to be safe, that danger seldom becomes disaster, is a tribute to the skill exhibited by the mechanics who maintain the aircraft and the pilots who fly them.

Fatal Accidents

It might be pointed out that driving an automobile is hazardous and automobile accidents might be used for the purpose of comparison with the hazards of flying. This of course would be fallacious as auto driving hazard results in the negligence of the other man. Almost invariably one party is innocent of negligence. In flying, accidents almost invariably are the result of unavoidable weather conditions or fatigue.

Fatigue

The Company has advanced the argument that because of the automatic pilot the work of the pilot himself has been greatly reduced. While that may be so, it is interesting to note the findings in the Burke Mishap: "Coastal's accident recalled a mishap involving a non-scheduled Burke Air Transport D.C.-3 which crashed near Melbourne, Fla., July 13, 1947, killing 12 passengers and the pilots. In that instance, CAB found that the pilots had flown over 23 hours of the preceding 37 hours 45 minutes, and that they had little opportunity for rest on the ground prior to starting the flight."

The Board said that there was no direct evidence to indicate that the pilots of the Burke D.C.-3 were asleep, "but under the circumstances it would be surprising if they did not fall asleep as the plane cruised on automatic pilot in the early morning hours, gradually losing altitude."

In conclusion I regret to report that I am forced to draw from this hearing the inescapable conclusion that the pilots and

the Company are drifting further and further apart and that the former harmonious relations which are so essential to any successful enterprise have been replaced with a feeling of distrust. I feel that the parties must be drawn together and I am convinced that unless the pilots receive a wage comparable with that of the TCA under its proposed new contract that these relations will degenerate further. It is very difficult for men doing the same work, belonging to the same Association, having the same bargaining agent and employed by those whose ability to pay is not questioned to understand why different rates of pay and different hours of work should or can exist. This condition is most regrettable and I feel, with due respect to the other members of the Board, that so long as these differences exist—just so long will these men be dissatisfied and justifiably so. There must be mutual trust, mutual respect and co-operation. This condition can only be brought about by a sympathetic and comprehensive understanding of each others problems and a willingness to sit down and work out these problems together.

This report should not be closed without paying tribute to the excellent presentation by W. S. Owen, K.C. on behalf of the pilots and by W. G. Townley, Esq. and the Company's Solicitor and staff who participated in the presentation. The Parties should also be congratulated on their preparation and their clear arguments and most extensive and comprehensive briefs. It must in fairness be acknowledged that a large part of this report is taken with certain changes, variations and modifications from one or other of the briefs submitted.

Respectfully submitted,

(Sgd.) IAN CAMERON.

February 5, 1951.
Vancouver, B.C.

REPORTS OF BOARDS in disputes between

Canadian Press *and* American Newspaper Guild,
and between
Press News Limited *and* American Newspaper Guild.

(1) Canadian Press

Majority Report

The Hon. MILTON F. GREGG, V.C.,
Minister of Labour,
Ottawa, Canada.

SIR:

Your Conciliation Board herein reports as follows: the members of the Board of Conciliation are:—

His Honour Judge A. Cochrane, Chairman.

Herbert Orliffe, Esq., Nominee of the Bargaining Agent.

Gordon R. Munnoch, Esq., K.C., Nominee of the Employer.

Your Conciliation Board met at Toronto on the 11th and 12th days of December, 1950, and again on the 3rd day of February, 1951.

Present at the sittings held in December were the following:—

For Canadian Press:

Mr. John J. Robinette, K.C., Counsel.
Mr. Gillis Purcell, General Manager.
Mr. Charles Bruce, Assistant General Manager.

For the American Newspaper Guild:

Mr. Stephen Ripley, International Representative.

On February 10, 1951, the Minister of Labour received majority and minority reports from the Boards of Conciliation and Investigation appointed to deal with disputes between the Canadian Press and the American Newspaper Guild and between Press News Limited and the American Newspaper Guild (L.G., Dec., 1950, p. 2054).

The Boards were composed of His Honour Judge A. Cochrane, Brampton, Ontario, Chairman, and Herbert Orliffe, employees' nominee, and Gordon R. Munnoch, companies' nominee, both of Toronto.

The texts of the Boards' majority and minority reports are reproduced herewith.

Mr. Jack Mitchell, Provisional President of the Local Unit; and Messrs: John D. Hamilton, Donald Weinert, George Ronald, Edgar Simon.

For convenience the Employer is hereinafter referred to as "the Canadian Press" and the Bargaining Agent as "the Guild".

The Guild was certified on the 5th of April, 1950 and negotiations have been carried on by the Guild with the Canadian Press since certification in an endeavour to

obtain a contract, but so far without success. Although the proceedings before this conciliation board were conducted by all parties on a high level, it is obvious that Canadian Press is not only not friendly towards the Guild but is definitely opposed to it. The parties to this conciliation are far apart on most every important question and have been unable to agree on any of the essential things which are necessary if sound collective bargaining is to be carried out and an agreement arrived at.

In his final summing up before the board Mr. Robinette, K.C., Counsel for Canadian Press, expressed the views of his clients as follows: "We believe solely in the merit system, the industrial system is quite inappropriate and cannot be applied in a firm such as this, there is no middle ground as far as the establishment of a scale is concerned; management must have the sole right to judge concerning employment, transfer, promotion, demotion and dismissal; Canadian Press regards this as essential."

Even to those who may have some doubts as to the propriety of unionization of what are known as "white collar workers" the position taken by Canadian Press would appear to be somewhat drastic and puts the employee in the position that his only choice in many respects is to "take it or leave it" with no recourse no matter what decision may be made concerning him by his employers. Mr. Robinette repeatedly stressed his clients' contention that there is no middle ground between the important demands of the Guild on the one hand and the unyielding position of Canadian Press on the other. We find it difficult to accept this attitude as evidence of bargaining in good faith as we are of the opinion that some common or middle ground can and should be found. Given good will on the part of both parties to this dispute (who well know the difficulties of devising a satisfactory formula), we cannot help but feel that some sort of solution could have been worked out which would have retained to the Employer the prerogatives of making full decisions but which would still give the Employee an opportunity for redress if he felt that he had been unfairly dealt with. It is difficult for a Conciliation Board (composed as this is) to suggest a workable compromise. In these days when collective bargaining has become the rule and not the exception and when we find many employers and their unions endeavouring to find common ground whereby the interests of both parties may best be served, it was somewhat surprising to find that there are still employers who adopt the unyielding, uncompromising attitude which has been adopted by Canadian Press in this matter.

In fairness we think we should also state that in our opinion the Guild was somewhat unreasonable in connection with certain demands which did not, shall we say, improve the possibility of reaching a settlement of the very serious difficulties which have arisen in this conciliation. We refer for example to such items as some of the demands made in connection with Sick Leave Pay, Severance Pay, and the provision that economy shall not be considered a just and sufficient cause for dismissal.

It should not be overlooked that these conciliation proceedings have been an attempt by the Guild to obtain a first contract. Experience has shown that it is not always possible to obtain in the first agreement all that is sought by the union and that compromises by both sides are necessary if an agreement is to be reached. We suggest that if the parties hereto are not prepared to adopt a greater measure of what might be called "give and take" on both sides no agreement can be reached and to establish good labour relations between the parties might become impossible.

Many specific proposals were made by the Guild and these will be dealt with in the order in which they are set out in their brief.

1. ***Guild Shop.***—This is of course the same as Union Shop.

In our opinion the Guild has not been able to justify by evidence the demand for a Guild Shop and we are therefore unable to recommend in favour of this proposal.

2. ***Check-off.***—We recommend in favour of the voluntary check-off irrevocable during the term of any contract or agreement entered into between the parties.

3. ***Hours and Overtime.***—We recommend in favour of (*a*) a five-day, forty-two hour week; (*b*) payment for overtime, and (*c*) payment of night shift bonus. While we recommend payments for overtime and payment of a night shift bonus or differential, it is difficult on the information which is before the board to fix the amounts which should be paid therefor. About all that a board could do under the circumstances is to recommend that the principle be recognized, leaving it to the parties to work out the amounts to be paid and other details.

4. ***Holidays.***—The parties appear to be in agreement as to the number of statutory

holidays to be granted. It is obvious for many reasons that holidays in a business such as that conducted by Canadian Press cannot be dealt with in the same manner as an industry. We recommend that the seven holidays agreed upon be granted and that any employee required to work on any of these statutory holidays shall be paid straight time in addition to his regular pay.

5. ***Retirement and Pension Plan.***—We recommend adoption of the present Pension Plan.

6. ***Severance Pay.***—We make no definite recommendation in connection with the Guild demands on this question. The parties are so far apart that it is, we believe, useless to even recommend discussion and negotiation.

7. ***Vacations.***—We recommend one week's vacation with pay for those who have served with Canadian Press for more than six months and less than one year; two weeks' vacation with pay for those who have served one year or more up to fifteen years of continuous service, and three weeks' vacation with pay after fifteen years of continuous service.

8. ***Sick Leave.***—We cannot accept the Guild proposal that full pay shall be granted to all employees for the entire duration of any illness or incapacity. On the other extreme there is the Canadian Press proposal that employees "shall be paid full salary during illness within reasonable limitations to be determined by the company". Surely there is some middle ground upon which the parties could agree.

We would recommend a plan in which the Canadian Press and the Guild share the cost on an equal basis and that such a plan be discussed between the parties for the purpose of finding a more equitable basis by which the limitations of the pay period during illness can be established.

9. ***Job Security.***—We recommend the following:—

1. There shall be no discharge except for just and sufficient cause.

2. There shall be no discharges as a result of putting any agreement into effect.

3. There shall be no discharge of, or discrimination against, any employee because of his membership or activity in the Guild.

4. There shall be no interference, or attempt to interfere, with the operation of the Guild.

5. It is agreed that the employment, transfer, promotion, demotion and dismissal of employees shall be within the discretion of the Company.

The discretion referred to above should be subject to a proper grievance procedure set up under the terms of any collective bargaining agreement which may be arrived at between Canadian Press and the Guild.

The agreement should also contain a clause providing that two weeks' notice of dismissal (other than for cause) should be given to an employee who has served for more than one year and not more than five years and for one month's notice of dismissal (other than for cause) to an employee who has served for more than five years.

10. ***Expenses.***—The parties appear to have agreed upon this item.

11. ***Struck Work and Strike Breaking.***—The clause proposed by the Guild is ambiguous, while that proposed by Canadian Press is unnecessary. We make no recommendation in this connection.

12. ***Outside Activity.***—The Guild accepted the proposal of the Canadian Press and this being so it is unnecessary for the board to make any recommendation.

13. ***Minimum Wages.***—There are two questions or issues to be decided in connection with this matter as follows:—

1. Should there be a Minimum Wage Scale?
2. If so, what should the scale be?

We are not prepared to accept the idea that minimum rates are as improper and unacceptable as they are viewed by Canadian Press. It seems obvious that if minimum rates or wage scales are adopted on the basis suggested by the Guild, or a somewhat similar basis, Canadian Press can make minimum rates or wage scales as flexible as may be necessary, provided always that they do not go below the minimum standards. Apart from all other arguments pro and con, it seems to be apparent that the mere fact that a person has been retained in the employ of another for some length of time, is an indication that he has given reasonable satisfaction, otherwise he would not be there; this contention applies with considerable force to those engaged in professional work such as is done by the employees of this company.

While we are prepared to accept the principle of minimum wage scales we find some difficulty in deciding on what the scales should be. The attitude and policy of Canadian Press makes it clear that a recommendation for "minimum wage scale is wholly unacceptable". Under these circumstances we feel that no good purpose

can be achieved by recommending what the scales should be, even though the present wages and salaries, viewed in the light of present-day living conditions, are not impressive.

Keeping this in mind, and also keeping before us the ever increasing cost of living, we recommend an interim increase of $3 per week for all members of the Editorial Staff who are at present earning $40 (or less) per week, and an increase of five per cent of their present pay for all members of the Editorial Staff who presently receive more than $40 per week, it being understood however that if the suggested five per cent increase does not equal $3 per week the increase of such member shall be at least $3 per week. Such increases shall be retroactive to January first last.

During the sittings of the board certain information was submitted to the board by Canadian Press on a confidential basis. The chairman questioned the propriety of submitting information to a conciliation board on a basis which did not give an opportunity for full reply by the opposite side, and we have come to the conclusion that it would be unwise to adopt a policy of accepting any information or evidence on this or a similar basis. The information which was submitted has not been used in the preparation of this report.

All of which is respectfully submitted.

Dated at Brampton, this 8th day of February, A.D. 1951.

(Sgd.) A. Cochrane (Judge),
Chairman.

(Sgd.) Herbert Orliffe,
Nominee of the Bargaining Agent.

Minority Report

The Hon. Milton F. Gregg, V.C.,
Minister of Labour,
Ottawa, Canada.

Sir:

I find with regret that I am unable to concur in the Report of His Honour Judge A. Cochrane, Chairman of the Board of Conciliation appointed herein, and of Mr. Herbert Orliffe, the nominee of the Bargaining Agent.

Because of my belief that certain features of collective bargaining which are not uncommon in the case of industrial employees are quite inappropriate to the employees of The Canadian Press, I have thought it desirable to submit a separate Report. For convenience, I shall refer to the Bargaining Agent as "the Guild" and to the Employer as "Canadian Press".

1. The Guild was certified by the Canada Labour Relations Board under date 5th April, 1950, as Bargaining Agent for a designated unit of employees. For reasons best known to the Canada Labour Relations Board, employees serving as messengers were included in the bargaining unit. This results in the anomaly that the bargaining unit consists of a large number of editorial employees and a small number of messengers. The Guild is a highly experienced union which has developed in the United States a type of collective agreement designed to impose upon employers a considerably larger portion of social security than is usually accepted in Canada. Prior to its encounter with the Guild, Canadian Press had no previous experience in the field of collective bargaining. The Guild complains that Canadian Press did not approach the matter of bargaining with the Guild with any enthusiasm and did not welcome representatives of the Guild other than those who were its own employees. However much the Guild may resent this attitude, it is one that is readily understood by any one who remembers the earlier efforts at collective bargaining in Canada. At a meeting held on 3rd May, 1950, the Guild presented a form of proposed agreement based on the top level of its achievements with employers in the United States of America. The terms of this proposed agreement may well have startled Canadian Press to a point that seriously prejudiced negotiations. Shock tactics of this kind are not to be commended when a powerful union enters into its first negotiation with an employer which has had no previous experience with collective bargaining. Conciliation Boards have repeatedly and wisely made moderate recommendations for a first agreement and so left room in point of time for the development of experience between an employer and a union which had been newly certified as bargaining agent. This principle was sound then and is sound now when applied to the circumstances of this particular dispute.

2. Canadian Press is an organization which does not operate for profit. It is the servant of some 91 newspapers operating in the ten Provinces of Canada. It is true that a few of these newspapers have a large circulation and are possibly affluent but the greater number of them are publications which operate with a moderate or small circulation and which could not afford to provide their own employees with the rewards, privileges and advantages that the Guild seeks for the employees of Canadian Press. It is not an overstate-

ment to remark that if the demands of the Guild were substantially granted a weapon might well be placed in its hand which could be dangerous to a great many of the member newspapers and might even threaten their continued existence. Without disrespect to the newspapers of Canada which have achieved obvious financial success, it may be that sometimes the lamp of true journalism sheds its brightest light where there is the greatest struggle for continued existence against rising costs.

3. At the conclusion of the hearing, the members of the Board were unanimously of the opinion that it would be idle to attempt to bring about an agreement between the parties and that the only course that remained was to report their views to the Minister of Labour with little hope that such views would lead to any reconciliation of the widely divergent views of the parties.

4. The editorial content of the bargaining unit of Canadian Press is composed of men who are undoubtedly engaged in an intellectual pursuit. It is common knowledge that those engaged in intellectual pursuits do not receive rewards which are equivalent to those received in industrial activities. Generally speaking, this is true of the Press as it is of university professors, teachers, clergymen and even judges. The problem before this Board should not be approached from the standpoint of the present inflated rewards in industry. Furthermore, it is not practicable to design a scale of reward or terms of employment comparable to those in industry. Anyone who chooses to earn his living with his mind must be prepared to accept the scale of reward provided by competition for his services and realize that his own achievements must lead to the places of responsibility which command the upper brackets of reward. There is also the fact that, having regard to the special services rendered by Canadian Press, anyone who enters its service must develop the special experience required whether or not he has had previous experience in other enterprises concerned with the publication of news.

5. At a meeting held on 18th June, 1950, Canadian Press provided to the Guild a draft of an agreement which Canadian Press had prepared and which differed materially from the draft agreement previously submitted by the Guild. Notwithstanding the gulf between the views of the parties, they did succeed in negotiating the terms of a number of provisions which would be acceptable to both parties if an overall agreement were eventually reached. With this in mind, it appears likely that the parties could themselves negotiate an agreement if any common ground could be found on the major issues between them which their own negotiations have left untouched and it is only with regard to these major issues that I think it might possibly be helpful to express an opinion. Unless there is some measure of reconciliation on these major issues, nothing is to be gained by exploring the more detailed matters dealt with in the respective submissions to the Board. It would have been of assistance to me in dealing with the major issues to know how many employees of Canadian Press are now members of the Guild. The Guild made it quite clear that it thought this was not a matter of any concern to the Board and declined to give the information. From the submission of Canadian Press, it would appear that little more than half of the editorial staff were then members of the Guild at the time it was certified and the Board was not told what the present situation is. In considering matters of union security and other matters of like importance, it is vital that any Board of Conciliation should know the approximate number of employees within the bargaining unit who might be coerced by reason of any recommendation favourable to certain of the Guild's contentions.

6. ***Union Security.***—Under this head, the Guild originally demanded a *Union Shop* and a voluntary *Check-off,* both of which were flatly rejected by Canadian Press. In its presentation to the Board, the Guild intimated that it was willing to accept something less than a *Union Shop* provided that there should be some measure of union security. In my opinion, the Union Shop is wholly inappropriate to an enterprise such as Canadian Press. The editorial and like staff of Canadian Press must be engaged as individuals on the basis of their personal achievements and qualifications. It is obvious that those well suited to this kind of enterprise are individualists and there may well be suitable personnel whose views would be inconsistent with holding a union card as a term of employment. Unionization has not progressed so far in Canada in the literary field as would justify placing this restriction on the employment of personnel. With regard to *Check-off,* the Guild has proposed a voluntary revocable check-off of union dues pursuant to the written request of an employee. Employers who in recent years have bitterly contested the principle of a check-off have nevertheless learned to regard it as one of the normal consequences of the status of a certified bargaining agency and a check-off of this type is now

so generally accepted that I recommend a check-off in terms of paragraphs 1 and 2 of the Guild's proposal in that behalf. With regard to paragraph 3, I see no reason why employees should be bound to use the form supplied by the Guild which was not even submitted to the Board for consideration.

7. ***Hours, Overtime and Holidays.***— These are important matters to the way of life of any employee. The Guild has sought to apply the rigid structure that is today growing common in industrial enterprises which are subject to collective bargaining. Canadian Press is, however, a service organization in the vital field of news gathering and dissemination. It serves its constituent members directly and indirectly it serves the public at large which demands world-wide news while it is news. Canadian Press cannot anticipate the timing of events which will place strains on its personnel in point of time, service and even endurance. In service organizations, interference with normal ways of life must necessarily be expected. A physician in general practice must meet the needs of his patients however much they may interfere with his leisure and personal activities. Those who lack this zeal for their occupation should find another. Extra hours of work are normal—not abnormal—in any enterprise which gathers and disseminates world-wide news. Premium pay for overtime in industry is justified by the relation of extra work to additional profit. Here there is no profit motive. The objective of Canadian Press is to maintain a five and one-half day week governed by an eleven day fortnight at the discretion of the Bureau Chief. There is an exception in Toronto, Montreal and Vancouver where a five-day week is in vogue because of the practice followed by newspapers published in those cities. There is much to be said for the principle that employees of Canadian Press in any particular city should observe hours that are acceptable to newspapers published in that city. I am of the opinion that the rigid standard of working hours which the Guild has grasped from industry and now seeks to impose on Canadian Press is impracticable, but I do not agree in full with the contention of Canadian Press. The modern practice is to establish hours of work which are normally appropriate to the task to be accomplished and to procure the regular adherence to such hours of work by providing for the payment of overtime. In the draft agreement submitted by Canadian Press it is stated that overtime for extra duty "shall be compensated by equivalent time off or, *with the consent of the Company,* by pay at the rate of straight time. Straight time in addition to regular pay shall be paid for work on a statutory holiday." I do not accept this principle. I think that overtime should be paid at the rate of straight time and that the option to take equivalent time off should rest with the employee concerned rather than with Canadian Press. Straight time is recommended because it is being paid for by a non-profit organization in which overtime is normal having regard to the service to be rendered. I do not propose to do more than enunciate this principle; the details are better left to the parties concerned if the principle be accepted. Agreed holidays should attract straight time if worked unless the employee chooses the alternative of equivalent time off.

8. ***Retirement and Pension.***—Canadian Press has provided a pension plan for its employees linked to a Dominion Government Annuity Contract providing $1,200 a year maximum pension upon retirement at sixty-five years of age. The Guild was apparently of the view that while the employees contributed five per cent of earnings the contribution of Canadian Press was less than that amount. In fact the contribution of Canadian Press for current service is equal to five per cent of the employee's earnings and in addition the Plan calls for the payment of $38,012 in respect of past service for twenty-seven employees as of the time the plan was instituted. This plan was established before the Guild was certified. Only a small fraction of the employees on newspapers have any protection of this kind and there should be no relative issue between the parties.

9. ***Severance Pay.***—The record of Canadian Press as set out in its submission respecting the treatment of employees at severance is generous according to Canadian standards. The Guild's proposal that upon termination of employment or voluntary retirement an employee shall receive cash severance pay in a lump sum equal to three weeks' pay for each year of service or fraction thereof, computed at the highest weekly rate of salary received by the employee during his term of service, must emanate from a concept of social security which is entirely foreign to Canadian practices. It is no doubt something that has been borrowed by the Guild from the lush economy of the United States of America if indeed it is generally accepted there. In terms of the Guild's proposal, severance pay could even be claimed in cases of dismissal for cause. Likewise, in

the case of the death of an employee, it would be payable to his beneficiary. Canadian Press was fully justified in refusing even to discuss such an absurd proposal.

10. ***Vacations.***—In its submission Canadian Press says that two years ago it established the principle of three weeks' vacation with pay for men with fifteen years of service and that all other employees are in fact given two weeks' vacation with pay. It did not, however, go this far in the draft agreement which it submitted to the Guild. It may well be that Canadian Press does not wish to commit itself to two weeks' vacation with pay for employees who have been employed for less than a full year but it does not seem unreasonable that Canadian Press should be asked to agree to three weeks' vacation with pay for employees with fifteen full years of service. I recommend that Canadian Press agree to give employees one week's vacation with pay if they have served more than six months and less than one year, two weeks' vacation with pay if they have served one year or more up to fifteen years of continuous service and three weeks' vacation with pay after fifteen years of continuous service.

11. ***Sick Leave.***—The proposals of Canadian Press with regard to employees who suffer from illness are fair and reasonable. The Guild's proposal that sick leave with full pay should be granted to all employees *for the entire duration* of any illness or incapacity is another startling social security measure which is entirely unreasonable.

12. ***Job Security.***—This head presents the widest possible difference in point of view between the parties. The Guild previously suggested that there should be no discharge except for just and sufficient cause and that *economy should not be considered just and sufficient cause.* This is so startling a proposition that it is little wonder that negotiations between the parties broke down. At a later stage, the Guild was willing to accept economy discharges if accomplished according to seniority and if the employees so discharged were "placed in a preferential-hiring pool". This did not solve the matter nor could it be expected to do so. The whole theory of seniority as applied to collective bargaining in industry is based on the fact that at many levels of employment the older employee has acquired greater skill than the employee who is younger in the service and so seniority rules do not work too great a hardship on the company concerned and are fair to employees. In an occupation where usefulness and advancement must essentially depend upon merit and ability together with all the individual qualifications that go to make up an intellectual pursuit of this kind, it is quite unreasonable that Canadian Press should be deprived of the right to retain what it considers to be its best men in the event of a necessary reduction in forces. The only true job security at this level of intellectual endeavour is the skill, ability and flair of the employee which alone can give him the highest right to have his services retained if some must necessarily seek other employment. Again, this is a service occupation. Canadian Press, in order to survive and to expand, must serve its constituents with the highest skill and ability it can afford and command and its enterprise should not be curtailed by adaptations from the more highly organized profit-making enterprises which can readily include the cost of economic errors in the price ultimately paid by the consuming public. Canadian Press has a clear duty not only to its constituent members but to the public to purvey news without bias, with a shrewd and cultivated news sense related to public interest and certainly without the colour of personal notions, particularly including economic, political, national, religious or other personal concepts. The responsibility of moulding public opinion rests not with Canadian Press but with the editors of its constituent members who are directly answerable to their subscribers and advertisers. The responsibility of Canadian Press to its constituent members and to the public can only be met by a retention of the clear right to dispense with the service of any employee which it considers to be unsatisfactory from any standpoint other than participation in the affairs of the Guild. The Guild's fair treatment of employees dismissed otherwise than for cause is set out at page 24 of the submission of Canadian Press and is not contradicted by the Guild. However, in the case of other dismissals there is no reason why Canadian Press should not agree to notice or pay in lieu of notice for the period of two weeks in the case of an employee who has served for more than one year and not more than five years and for the period of one month in the case of an employee who has served continuously for more than five years.

13. ***Minimum Wages.***—

(*a*) *Messenger Staff and Office Boys*—Dealing first with this class of employees, the Guild originally proposed a starting wage of $25 per week advancing at stated periods to $34 after three years of service. The Guild later reduced its demands to a

starting wage of $23 per week, rising after six months to $25, after one year to $27.50 and after two years to $30. Even in the present inflated economy, this range of reward for services of this type is too high. During the hearing, the Guild supplied the Board with a copy of an agreement dated 6th April, 1950, which it had entered into with *The Ottawa Citizen*, a newspaper of the Southam Company Limited. For the purposes of this agreement, the Guild accepted a range of rewards for messengers and office boys as follows:—

To start, $15 per week;
After six months, $16 per week;
After one year, $17 per week;
After 2 years, $19 per week.

The present range of reward for messenger staff or office boys of Canadian Press is from $18 to $25 per week. During the period of negotiations between the parties Canadian Press voluntarily increased the maximum from $22 to $25 per week. I see no reason to alter this range of reward and accordingly recommend a minimum starting wage of $18 per week.

(*b*) *Editorial Staff*—Dealing next with employees who are generally referred to as "Editorial Staff", I must again mention that increases were voluntarily granted in January of 1950 while negotiations were in progress with the Guild. These increases were intended to adjust certain inequities (in the judgment of Canadian Press) as there is no discernible pattern in granting the increases. In a few cases there was no change in salary and in other cases the amount varied. Out of fifty-eight such employees, sixteen are paid a salary under $50 per week. From a study of the salaries paid, it is clear that they are not based on length of service; for instance, one employee is paid $75 per week with but two years of service and another receives a like reward after thirty years of service. This is an extreme case but obviously the practice of Canadian Press has been to link the reward to the achievement on a basis of merit and ability rather than years of service. This is to be expected where admittedly (from the standpoint of Canadian Press) the rating is according to merit, ability and flair. In such an intellectual pursuit, the full flight of achievement might be accomplished after comparatively few years of service. In the competitive field of personal achievement in an occupation such as this, years are not necessarily the criterion of reward and it would be entirely inappropriate to recommend a scale of automatic increases related to years of service. In the past, Canadian Press has endeavoured, with success, to recruit likely employees from those who have served as messengers. This is commendable and one would hesitate to present a barrier by economic sanctions even though Mr. Robinette has said that at the present time the calibre of those available for messenger service does not often lend itself to this type of promotion. I think that Canadian Press would be well advised to agree to a starting minimum salary of $30 per week with an increase after one year of editorial service to $35 per week. After two years of editorial service, however, I think each employee of the Editorial Staff should rely on his own merit, ability and flair for any further increases and Canadian Press will then have to meet competition for the services of such employees. If accepted, this preliminary floor will yield immediate increases to four employees ranging from $4 to $10, the last being apparently an employee who has been a short time on the Editorial Staff. Excluding the employees who will receive the last-mentioned increases, I think that other employees of the Editorial Staff should receive an increase of five per cent of their present rates of pay. I recommend accordingly. I have not dealt with the night differential and this should not, in my opinion, be dealt with unless and until the proposed rewards are further considered by the parties. The difference between the parties is not so great as to be beyond reconciliation. As any agreement entered into will be the first collective agreement between the parties, it is recommended that the increases be effectual as of and from the date on which the collective agreement is signed.

14. ***General.***—The foregoing report does not deal with a number of matters which could only be usefully explored in the actual drafting of an agreement and may well be left to the efforts of the parties after the major difficulties have been resolved.

The above is respectfully submitted this 8th day of February, 1951.

(Sgd.) Gordon R. Munnoch,
Member Nominated
by The Canadian Press.

(2) Press News Limited

Majority Report

The Hon. Milton F. Gregg, V.C.,
Minister of Labour,
Ottawa, Canada.

Sir:

Your Conciliation Board herein reports as follows: the members of the Board of Conciliation are:—

His Honour Judge A. Cochrane, Chairman.

Herbert Orliffe, Esq., Nominee of the Bargaining Agent.

Gordon R. Munnoch, Esq., K.C., Nominee of the Employer.

Your Conciliation Board met at Toronto on the 11th and 12th days of December, 1950, and again on the 3rd day of February, 1951.

Present at the sittings held in December were the following:—

For Press News Limited:

Mr. John J. Robinette, K.C., Counsel.

Mr. Charles Edwards. General Manager Press News Limited for the American Newspaper Guild.

Mr. Stephen Ripley, International Representative.

Mr. Jack Mitchell, Provisional President of the Local Unit; and Messrs. John D. Hamilton, Donald Weinert, George Ronald, Edgar Simon.

For convenience the Employer is hereinafter referred to as "Press News Limited", and the Bargaining Agent as "the Guild".

The problems arising in connection with this conciliation are in most if not all respects similar to those involved in the conciliation between Canadian Press and the Guild and the two matters were dealt with jointly at the sittings of the board above referred to.

In reporting on this matter it is understood that the report submitted in the Canadian Press conciliation shall apply to this matter and we adopt the language and recommendations of that report.

In addition to all other recommendations we make the same recommendations in connection with salary increases to the Editorial Staff of Press News Limited as were made in connection with Canadian Press, it being understood however that the suggested increases would not apply to apprentices and messengers in the employ of Press News Limited.

All of which is respectfully submitted.

Dated at Brampton, this 8th day of February, A.D. 1951.

(Sgd.) A. Cochrane (Judge),
Chairman.

(Sgd.) Herbert Orliffe,
Nominee of the Bargaining Agent.

Minority Report

The Hon. Milton F. Gregg, V.C.,
Minister of Labour,
Ottawa, Canada.

Sir:

I find with regret that I am unable to concur in the Report of His Honour Judge A. Cochrane, Chairman of the Board of Conciliation appointed herein, and of Mr. Herbert Orliffe, the nominee of the Bargaining Agent.

Because of my belief that certain features of collective bargaining which are not uncommon in the case of industrial employees are quite inappropriate to the employees of Press News Limited, I have thought it desirable to submit a separate Report. For convenience, I shall refer to the Bargaining Agent as "the Guild" and to the Employer as "Press News".

1. The Guild was certified by the Canada Labour Relations Board under date 12th May, 1950, as Bargaining Agent for a designated unit of employees. Three employees serving as messengers were included in the bargaining unit. At the hearing before the Board the Guild made one submission relative to its disputes with Press News and The Canadian Press. Though a separate submission was presented by Press News, it was conceded that the more complete submission of The Canadian Press should be taken as applying substantially to Press News. This is not surprising as Press News is owned by The Canadian Press and the employees of both are interchangeable to some extent. The principal function of Press News is to provide news to Radio Stations in a form for broadcasting. It also supplies news pictures to Canadian newspapers. The practices of these two employers are almost identical, the wage scales are similar and the only important difference in the presentation of the Guild at the hearing was that a shorter work week was asked for Press News.

2. After certification, negotiations were broken off at a meeting held on 15th August, 1950, because it was believed that there was no point in discussing a possible agreement unless and until an agreement had been reached between the Guild and The Canadian Press.

3. The observations and recommendations contained in my Report of even date relating to the dispute between the Guild and The Canadian Press may be read as applying in principle to the dispute between the Guild and Press News and I do not think it would be helpful to repeat them. I am convinced that if agreement is reached between the Guild and The Canadian Press agreement will also be reached between the Guild and Press News.

The above is respectfully submitted this 8th day of February, 1951.

(Sgd.) Gordon R. Munnoch,
Member Nominated by Press News Limited.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has released its findings in cases held on November 14, 1950 and one case on July 11, 1950.

Case No. 601.—Canadian Pacific Railway Company (Prairie Region) and the Order of Railroad Telegraphers. A dispute concerning the dismissal of the agent at Kelloe, Manitoba.

Joint Statement of Facts: On January 3, 1950, the agent in question sent a message to the chief dispatcher at Brandon to the effect that "due to present exigencies" he refused to handle message headed 23 No. 167 from Brandon on December 27.

(The numerals "23" are the equivalent of a code word meaning that the message is addressed and must be transmitted to "all agents and all concerned" located over the whole of the division or subdivision.)

The agent was relieved immediately and was dismissed from the service for refusing duty.

The employees contended the agent was not a relay operator and the schedule does not indicate that such work is required of the agent at the office. They claimed that he should be reinstated at Kelloe with full seniority rights and other privileges accruing to him at the date of his dismissal and continuous thereafter; payment of all wages and overtime lost to him since he was dismissed until his reinstatement, and other compensations.

The company contended that "there was no question but that the relaying of '23' messages has been one of the regular duties of the position of agent and operator at Kelloe for many years, and the action of the employee in declining to handle them, after doing so for nearly three months, can only be regarded as a refusal to perform the duties assigned to him, which, of course, is a dismissal offence."

The Board decided not to sustain the contention of the employees but recommended that the man concerned be reinstated without pay for time lost. It further recommended that the question of classification of duties be discussed jointly by the proper railway officers and representatives of the employees.

Case No. 602.—Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen. Dispute concerning the claim of a fireman for continuous time from 9.10 a.m., March 3, to 9.50 p.m., March 5, 1947.

Joint Statement of Facts: The fireman was regularly assigned in short turnaround passenger service to Trains 29-170 Stratford to London to Stratford, via Thorndale Subdivision. He was required to report for duty at Stratford at 9.10 a.m., March 3, for Train 29. Due to storm and snow conditions, the Subdivision became blocked with snow and Train 170 was cancelled at 4.30 p.m.

It was decided to try to return the fireman to Stratford. He was ordered to deadhead on Train 40, London to Toronto and Train 39, Toronto. After some difficulty because of snow blocking the line, he arrived at Stratford where he booked off duty at 9.50 p.m., March 5.

Time return was submitted claiming continuous time from the hour and day the fireman was required to report for duty at Stratford, that is, at 9.10 a.m., March 3, until final release at Stratford at 9.50 p.m.

The employees contended that it is the intent of Article 2 (*b*) of the Schedule governing the service of Firemen, Helpers and Hostlers to compensate firemen in short turnaround passenger service for the first eight hours within 10 and for all time thereafter until released at the end of the last run at the final terminal.

The employees further contended that the fireman was simply carrying out instructions when ordered to deadhead London to Stratford via Toronto. It was their contention also that it was the fact that he was in continuous service that prompted the officials to order him to deadhead to Stratford and had he arrived at Stratford at the time his arrival was anticipated, there would have been no question of him being in continuous service.

They therefore submitted that he should be compensated under the recognized practice for men in this service.

The railway contended that the fireman was tied up at London by the railway due to the return movement on the assignment being cancelled on account of the Thorndale Subdivision being blocked with snow. The company maintained as well that being in short turnaround passenger service had no bearing on the fireman's being ordered to deadhead from London to Stratford via Toronto, as he was so ordered with the object of having him available for the next trip on his assignment out of Stratford.

The railway therefore requested that the claim for continuous time be declined.

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The parties to the dispute appeared before the Board and submitted additional written and oral evidence.

The Board decided that the employee's claim "is sustained."

Case No. 603.—Canadian National Railways (Central Region) and Brotherhood of Locomotive Firemen and Enginemen. The case concerns the claim of a fireman for final terminal delay at Palmerston, 3.45 p.m., March 4, to 12.05 a.m., March 5, 1947.

The fireman was called from the Fireman's Spare Board at Palmerston for March 4 for engine 557 to proceed to Whites, slightly more than a mile from Palmerston Station, and assist the snowplough extra with two engines to Durham and return to Palmerston. Before the arrival of 5574 at Whites it was found that the snowplough had derailed. Engine 5574 returned to Palmerston for men and tools to re-rail the snowplough and made several trips between Whites and Palmerston, reaching the designated ward switch on the last trip at approximately 11.45 p.m., March 4, 1947.

The fireman claimed final terminal delay from 3.45 p.m., March 4 to 12.05 a.m., March 5, 1947. Claim was denied and final terminal delay allowed from the time locomotive last passed designated switch returning to Palmerston, namely 11.45 p.m., March 4.

The employees contended that when engine 5574 passed the outer switch at Palmerston, road service had commenced and, conversely, ended when it again entered the yard at Palmerston, which entitled the fireman to be compensated for any further time held on duty.

The railway challenged the above-mentioned contention of the employees. It maintained that this claim "is not in accordance with the facts, as such practice would be inconsistent with schedule rules as road mileage begins and ends at the outer main track switch connecting with the yard track, consequently, where a series of short trips are made it is the established practice to allow final terminal time from the time locomotive passes the designated switch on the last trip into the terminal."

The railway therefore maintained that the fireman had been properly compensated.

The Board was of the view that there was an emergency and decided that the claim of the employees "is not sustained."

Case No. 604.—The Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen. The dispute concerned discipline assessed two firemen in connection with collision between two engines at Brent, Ontario, on June 15, 1948.

Joint Statement of Facts: Engines 3707 and 3364 were in collision on the main track within yard limits at Brent, Ontario. Both firemen involved were suspended for 30 days for failure to keep a sharp lookout and warn locomotive engineer in sufficient time to avoid the collision.

The employees contended that the distance from the west switch, where engine 3707 was brought to a full stop, and the coal chute where the engine 3364 was almost stopped was short enough to substantiate the employee's statements that both locomotives involved were moving at a very slow rate of speed when each fireman saw the other simultaneously.

The employees pointed out that at the time of the accident track No. 1 next to main line was occupied by a train with an engine and two cabooses standing ahead of the train which obstructed the view of the fireman to just a very short distance.

The employees therefore claimed that the discipline was unjust and that the firemen should be compensated for lost time.

The railway contended that from the west switch referred to, eastward there is a 3° 20″ curve to the left extending to the point of collision. On account of the curve, and engine and cars standing on track immediately north of main track of inside of curve, both firemen "knew that their engineer's view was obstructed and their engineers would be depending on them to give warning in sufficient time to prevent an accident."

The railway further contended that while the firemen "were apparently looking out, it is quite evident that they were not keeping a sharp lookout as stated in the employees' contention . . ." It therefore maintained that the discipline exerted in the case of both firemen was equitable.

The Board, after receiving additional oral and written evidence, decided that the contention of the employees "is not sustained."

Case No. 605.—Concerning Canadian National Railways (Central Region) and The Brotherhood of Locomotive Firemen and Enginemen. The dispute concerned the dismissal of a locomotive fireman at Lindsay, effective February 13, 1949, for court conviction.

Joint Statement of Facts: The employee in question, assigned to the spare board for Locomotive Firemen at Lindsay, was involved in an affray that took place in a hotel beverage room in Lindsay, Ontario. He was arrested for assaulting and obstruct-

ing police officers while executing their duty, was found guilty and served 30 days in jail. For police court conviction on a criminal charge, he was discharged from the service of the railway, effective February 13, 1949.

The employees contended that the fireman was illegally discharged by the railway. They quoted from Article 33A, Investigations, which reads as follows: "No fireman, helper or hostler will be suspended or dismissed upon *any charge,* without first having been given a fair and impartial investigation and his responsibility established, etc."

Attention was drawn to the fact that when the General Chairman (A. E. Matthews) representing the fireman was informed of the dismissal without an investigation having been held, a request was made to the District Officers for an investigation. The request was denied, the Officers claiming that they were privileged to decide whether or not it was necessary to conduct an investigation.

The employees therefore submitted that the fireman should be reinstated to his former standing and be compensated for time lost.

The railway contended that at the time of his dismissal, the fireman took no exception to it and after his release from jail did not contact the local officers at Lindsay in order that a formal statement could be taken. Appeals were made on his behalf by his son and by the General Chairman of the Brotherhood.

The company also maintained that while employed, he "did not render satisfactory service either to his fellow employees or the Company." It therefore contended that "there are no reasonable grounds for the request for reinstatement or for compensation for time lost."

In its decision, the Board stated that "the claim of the employees is sustained to the extent that the railways violated Rule 33 of the current schedule, but in view of the evidence presented the claim for reinstatement and payment for time out of service of (the fireman) is not sustained."

Case No. 606.—Concerning Canadian National Railways (Western Region) *ex parte* and the Brotherhood of Railroad Trainmen *ex parte.* The dispute was in connection with the dismissal and request for reinstatement of a conductor of Hanna, Alberta, with full seniority rights and reimbursement for all time lost from January 3, 1950. The case was heard on July 11, 1950.

Joint Statement of Facts: On October 14, 1949, the conductor was notified by letter that he had been discharged from the railway effective September 15. The reason given for his dismissal, was that he had been an "undesirable employee."

The railway submitted evidence showing that the conductor had been convicted on a charge of having "knowingly and wilfully (committed) an act contributing to a child's being or likely to become a juvenile delinquent, contrary to Section 33 (*b*) of the Juvenile Delinquents Act." The defendant was sentenced "to pay a fine of $100 and in default serve one month."

The case was appealed to a higher court and the presiding judge quashed the conviction and ordered the $100 fine to be returned to the appellant.

The company submitted that the conductor did not deny the facts, that the facts were not denied in the judgment of the court, and that the reason for the conductor's discharge had not been altered by the fact that his conviction had been quashed.

The employees maintained that since his appeal had been upheld and his conviction had been quashed, the conductor should be reinstated with full seniority and reimbursed for all time lost since January 3, 1950.

The parties concerned appeared before the Board and presented additional written and oral evidence.

The Board decided that the contention of the employees "is not sustained."

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining

Coal Mining

SYDNEY MINES, N.S.—OLD SYDNEY COLLIERIES LIMITED AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement to be in effect from February 1, 1950 to January 31, 1952, and thereafter from year to year, subject to notice. The company recognizes the mine committee in the discharge of their duties as provided for in the agreements which applies to all union members and to all who are eligible to membership in the union.

Check-off: the company agrees to deduct from the pay of all union members all dues, fines and initiation fees, and also assessments and levies for strictly union purposes. The maximum amount to be so deducted in any one month shall not exceed $5.

Hours: 8 per day; if necessary, certain employees may be required to work up to ½ hour longer to facilitate their own work or the work of the next shift or day. *Overtime:* mechanics, blacksmiths, and carpenters (except when employed as shaftmen) will be paid time and one-half for overtime and double time for work on Sundays and on 7 specified holidays; this does not apply to continuous service men or to men supplying for absentees. Rope splicers who work less than 4 hours overtime will be paid a half shift and those who work over 4 hours a full shift. Rope splicers at Princess colliery, when putting on new rope, will be paid time and one-half for overtime and double time for Sundays and 7 holidays. Shovel operators and boom operators shall be paid double time when called out on Sundays and on 7 holidays.

Vacations with pay will be granted to employees covered by the agreement in accordance with the Supplementary Finding and Directions of the National War Labour Board, dated January 20, 1944, as modified by later negotiations.

Wage rates for certain classes: the agreement contains schedules of mining rates for the Florence and Princess collieries showing the rates per ton of coal mined, rates for timbering, pushing, etc. Where daily rates are given, they are as follows: surface—tally boys $7.04; lamproom boys, compressor oilers (boys) $7.34; labourers, bank and screenmen, pickmen, teamsters, pit tub oilers $8.14; conveyormen $8.24; washhouse and boiler tenders, blacksmiths' helpers $8.53; lamproom men doing repairs, compressormen with oilers, tubmen and 2nd class carpenters, screen and bank mechanics, brook and reservoir pumpmen $8.64; colliery mechanics $8.69 and $8.95; electricians, carpenters 1st class $8.69; chauffeurs, truck drivers and tractor operators $8.70; shaftmen $9.37; welders $9.53; masons (surface) $9.75. Underground—trapper boys $6.93; pick boys $7.54; labourers, drivers, spraggers, couplers, pit tub oilers, pan movers, jig and balance onsetters, pit stablemen, pushers $8.14; man cage onsetters, landing tenders, pickmen, bratticemen, timbermen, pack builders, chock builders $8.24; rollermen $8.26; electric enginemen, haulage enginemen $8.14 to $8.70; machine repairers $8.69; pipemen $8.70; rope examiners and splicers, mine mechanics $8.95; chock drawers $9.25; mechanized mining rates—joy loader operators, cutting machine operators $11.90; borers, operators of duckbills, Eimco machine or other types of loaders $11.40; shuttle car operators $10.90; mechanics and electricians with loading units $9.55; others employed at face with loading unit $9.25. Banking station—firemen $8.72, boom operator $9.40, shovel operator $10.16. Electrical department—linemen, electricians, 1st class $10.21, 2nd class $9.58, helpers $8.69.

Provision is made for the election of *checkweighmen* and for *grievance procedure.*

STELLARTON, N.S.—THE ACADIA COAL COMPANY, LIMITED, AND THE UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement to be in effect from February 1, 1950, to January 31, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between Old Sydney Collieries Limited, Sydney Mines, and the United Mine Workers of America, District 26, summarized above, with the following differences:—

Hours: certain departments of the company will work only 7 hours on Saturdays. With regard to overtime this agreement provides only that no change will be made in the special privileges enjoyed by the employees in the matters of overtime and double time for Sundays and 7 specified holidays.

This agreement contains a provision that no change will be made in the differentials in favour of machine mining as against hand mining rates in certain sections of the collieries and the differentials for double shift.

Manufacturing

Vegetable Foods

TORONTO, ONT.—CHRISTIE'S BREAD, LIMITED, AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year until a new agreement has been

signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. It is agreed, however, that, should the cost-of-living index of the Dominion Bureau of Statistics show a substantial increase over the index as of May, 1950, the union may, upon 30 days' written notice after April 1, 1951, request a discussion of classification wage rates only. This agreement is similar to the one between Christie, Brown and Company Limited and Christie's Bread Limited and the Bakery and Confectionery Workers' International Union of America, Local 264, summarized in the LABOUR GAZETTE for January, 1950, p. 71, with the following changes and additions:—

This agreement does not cover working conditions in the biscuit department.

Hourly wage rates, in most cases, are increased by 4 cents per hour. In lieu of a 3-cent per hour addition to the straight-time hourly classification rates, the company agrees to put into effect and to pay the full cost of a *non-occupational benefit plan* which will include non-occupational accidental death coverages and non-occupational accident and sickness insurance for employees, hospitalization and surgical insurance, and medical benefits during confinement in a hospital, for employees and their dependents. The benefit plan will go into effect on November 19, 1950. The terms and conditions of the company's present group life insurance plan shall continue on a contributory basis as heretofore.

TORONTO, ONT.—CHRISTIE, BROWN AND COMPANY, LIMITED, AND THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, FACTORY BAKERS' LOCAL 264.

Agreement to be in effect from May 1, 1950, to April 30, 1952, and thereafter from year to year until a new agreement has been signed or until this agreement has been cancelled or terminated by either party upon 30 days' notice. This agreement is similar to the one between Christie Brown and Company Limited and Christie's Bread Limited and the Bakery and Confectionery Workers' International Union of America, Local 264 (L.G., Jan., 1950, p. 71), in so far as the latter applies to the biscuit department, with the following changes:—

A clause has been added which provides that all employees at the Lakeshore plant shall be granted one hour off with pay for each 9-hour shift, this hour to include full lunch and the two-15-minute rest periods.

Hourly wage rates are increased for all employees in the service of the company on August 7, 1950, by 4 cents, effective May 1, 1950, and by an additional 3 cents, effective August 7, 1950.

Rubber Products

TORONTO, ONT.—GUTTA PERCHA AND RUBBER, LIMITED AND THE UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 136.

Agreement to be in effect from August 31, 1950, to August 31, 1951, and thereafter, subject to 30 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. Both parties agree that membership in the union is a voluntary act of each individual employee.

Check-off: the company will make arrangements to permit union members to have their monthly union dues deducted from their wages upon authorization; such authorization shall be subject to cancellation only during the last 7 days of the stated term of the agreement.

Hours: day and night shifts—8 per day Monday through Friday (except where night shift ends Saturday morning), a 40-hour week; engineering department—as arranged to fit in with above hours, except that standard hours for power house and boiler room will be a 6-day, 42½-hour week, with daily hours as arranged by the engineering department. *Overtime:* time and one-half for all work in excess of regular hours and for work on Saturdays and Sundays (except where they are part of regular shift); double time for work on 8 specified *paid holidays.*

Vacations with pay: one week after 1 year's seniority, 2 weeks after 5 years' seniority and 3 weeks after 15 years' seniority; employees with less than 1 year's seniority will be granted one-half day for each month of service.

Wage rates shall be the rates in effect prior to the signing of the agreement, increased by 7 cents per hour with the increase incorporated into the rate structure as follows: 7 cents per hour added to all time work rates, 5·1 cents added to all Bedaux base rates, a percentage added to all piece work rates by occupational groups to reflect an increase of 7 cents per hour on earnings. An additional adjustment will be made in the rates of skilled engineering trade personnel bringing their rates up to the following amounts (including the general wage increase of 7 cents): engineer $1.10 to $1.38, carpenters $1.16 to $1.36; electricians $1.22 to $1.42, millwrights $1.19 to $1.39, oilers $1.05 to $1.19, steamfitters $1.17 to $1.37, painters (grades 2 and 3) $1.10 and $1.20, tool maker $1.43, lathe operators $1.20 to $1.40, bench fitter and general machinist $1.18 to $1.38, machine shop (lead man) $1.50, welder (grade 2) $1.33, storemen $1.13. The above rates are retroactive to August 14, 1950. Skilled engineering trade personnel on the payroll of August 14, 1950, will be granted retroactive pay in the amount of $30.

Off-shift differential: a bonus of 5 cents per hour will be paid for a third 8-hour shift, for the second shift normally ending at 7 or 8 a.m. and for abnormal shifts commencing after 1 p.m. and finishing after 12.30 a.m., and a bonus of 3 cents per hour for the second 8-hour shift and for abnormal shifts commencing at 11 a.m., or later, and finishing before 12.30 a.m. (excluding part-time office cleaners).

Provision is made for *grievance precedure, seniority rights* and the *health and safety* of employees.

Wood Products

WINNIPEG, MAN.—BROWN AND RUTHERFORD LIMITED AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1901.

Agreement to be in effect from June 1, 1950, to May 31, 1952, and thereafter from year to year, subject to notice. Should the company cease operations for reasons beyond its control while the agreement remains in force, its expiry date shall be postponed

until 6 months after the resumption of normal operations. The company recognizes the union as the employee's sole collective bargaining agent. There shall be no discrimination, intimidation, interference, restraint or coercion with respect to any employee because of membership or non-membership in the union.

Hours: for mill employees—8 per day Monday through Friday, 4 on Saturday, a 44-hour week; for yard employees—48 per week. The company has agreed to recognize the principle of a 40-hour week to be put into effect after the parties have mutually agreed that the industry as a whole is prepared for it. *Overtime:* time and one-half for work in excess of regular weekly working hours and for work on Sundays and on 7 statutory holidays. The above provisions regarding hours and overtime do not apply to millwrights, repair and maintenance men and their assistants. There shall be no work done on Labour Day. After 2 years' continuous service employees shall be entitled to 3, and after 3 years' continuous service to 7, *paid holidays* (the previous agreement provided for 3 paid holidays after 3 years' and 7 paid holidays after 5 years' continuous service).

Vacations with pay: after 6 months' continuous service an employee shall receive ½ day for each month worked, until he has been so employed for 12 months; thereafter he shall receive one week per year.

Hourly wage rates in effect immediately prior to the effective date of the agreement shall be increased by 5 per cent or by 5 cents per hour, whichever is greater, for the period from June 1, 1950, to December 31, 1950, and by 10 per cent or by 10 cents per hour for the period from January 1, 1951, to May 31, 1952. This latter increase does not apply to employees engaged in manufacturing common or rough lumber, shippers, yard men, truck drivers and labourers; these employees shall be paid an increase sufficient to elevate their rates of pay to the rates prevailing in other lumber yards in the Greater Winnipeg area. The above increases will bring the hourly wage rates up to the following amounts (for the periods from June 1, 1950, to December 31, 1950, and from January 1, 1951, to May 31, 1952, respectively): stairmen $1.26 and $1.32; benchmen 95 cents to $1.26 and $1 to $1.32; stickermen $1 to $1.26 and $1.05 to $1.32; shapermen 95 cents to $1.21 and $1 to $1.27; general machinemen, charge hands $1.26 and $1.32; millwrights $1.10 to $1.16 and $1.16 to $1.21; assistants 90 cents to $1.05 and 95 cents to $1.10; machine and detail men 85 cents to $1 and 90 cents to $1.05; machine helpers (adult) 75 to 85 cents and 80 to 90 cents; breakoutmen 90 cents to $1.05 and 95 cents to $1.10; glaziers 85 to 95 cents and 90 cents to $1; yard men 65 to 80 cents and prevailing rates; truck drivers 75 to 85 cents and prevailing rates.

Escalator clause: from and after June 1, 1951, the rates of pay for all categories of employees shall be increased 2 cents per hour for every 3 point increase in the cost-of-living index as published by the Dominion Government for May, 1951, and shall be decreased on the same scale for a decrease in the cost-of-living index, but the rates of pay shall not be lower than those given above.

Provision is made for *seniority rights* and the *settling of disputes.*

Metal Products

GALT, ONT.—GALT METAL INDUSTRIES LIMITED AND UNITED STEELWORKERS OF AMERICA.

Agreement to be in effect from October 2, 1950, to October 2, 1951. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees.

Check-off: the company agrees to deduct monthly union dues from the earnings of all employees who so authorize and to remit same to the union; the authorization may be revoked by the employee on 6 months' notice.

Hours: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week. *Overtime:* employees, with the exception of watchmen and guards, shall be paid time and one-half for work in excess of above hours (firemen after 56 hours in any one work week) and for work on Saturdays, Sundays and on 8 specified *paid holidays.*

Rest periods: there shall be one 10-minute rest period in the forenoon and one in the afternoon. In addition, each employee shall be allowed a respite of 5 minutes immediately prior to the end of each half shift.

Vacations with pay: employees with less than 5 years' continuous service shall be granted one week and employees with 5 or more years' continuous service two weeks.

Hourly wage rates: tool maker 95 cents to $1.38, machinist 95 cents to $1.18, maintenance men, die setters 95 cents to $1.13, inspectors 95 cents to $1.14, shipper 99 cents to $1.08, shipper helpers 95 to 98 cents, stockkeepers and stockkeepers' helpers 95 cents to $1.03, firemen, general help (male) 95 cents. Male starting rates of 87 cents and female starting rates of 60 cents will be paid for all day-work classifications with a 4-cent per hour increase after the first 30 days and an additional increase of 4 cents after the second 30 days' probation, thereby establishing a rate of 95 cents for males and of 68 cents for females after the full 60 days' probation; for youths under 18 years of age female rates shall apply.

Off-shift differential: employees, with the exception of watchmen, guards and firemen, shall receive a bonus of 5 cents per hour for complete evening and complete night shifts.

Provision is made for *seniority rights, grievance procedure* and the appointment of a *Safety and Health Committee.*

Construction

Buildings and Structures

CALGARY, ALTA.—ELECTRICAL CONTRACTORS' ASSOCIATION OF CALGARY AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 348.

Agreement to be in effect from July 1, 1950, to December 31, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: for all electrical work the employers shall hire only members of the union in good standing. Should the union be unable to furnish workmen within 24 hours of receiving a request, it shall issue working permits to workmen who apply and are recommended by the employer until such time as it can furnish men. Members of the

union shall not work for employers who do not comply with the provisions of this agreement (this does not apply to regular maintenance, municipal or government work when this is not done by the employer).

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* double time shall be paid for all work, except shift work, performed outside of the regularly scheduled working hours and on Saturdays, Sundays, 8 specified holidays and all general holidays declared by the Provincial or Federal Governments; when a holiday falls on a Sunday the following Monday shall be considered a holiday. Each shop shall have the right to employ one journeyman for emergency work on Saturday morning, same to be paid at straight time. Country work is to be done according to the Provincial Maximum Hours of Work Act (not more than 48 hours per week).

Vacations with pay: each employee shall be granted 2 weeks annually. Every week the employer shall place 4 per cent holiday with pay stamps in the employee's stamp book.

Minimum hourly wage rates: July 1, 1950, to December 31, 1950—foremen $1.70, journeymen $1.55; January 1, 1951, to December 31, 1951—foremen $1.75, journeymen $1.60. Apprentices as per the Alberta Apprenticeship Act; helpers shall be paid according to the apprenticeship act in respect to years of service and per cent of journeyman's rate plus 5 per cent. Workmen required to work outside the jurisdiction of the local union, where a higher rate of wages prevails, shall be paid the higher rate.

Night shift differential: night shift work shall be paid for at the rate of 8 hours' pay for 7 hours' work. Workmen must work at least 2 consecutive shifts to be considered on night shift.

Transportation: the employer shall furnish transportation to and from all jobs within the city limits. On out-of-town work the employer shall furnish transportation, board and all other necessary expenses and also pay travelling time on the basis of 8 hours in 24.

Provision is made for the *settling of disputes* and an *apprenticeship plan.*

Transportation and Public Utilities

Electric Railways and Local Bus Lines

OTTAWA, ONT.—OTTAWA TRANSPORTATION COMMISSION AND AMALGAMATED ASSOCIATION OF STREET ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION 279.

Agreement to be in effect from January 1, 1951, to December 31, 1952, provided, however that either party may by written notice, delivered not later than November 15, 1951, require renegotiation of the wage rates for the year 1952. The commission agree to bargain exclusively with the union in respect to all eligible employees so long as the union remains the certified bargaining representative. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union.

Check-off: both parties agree to the establishment of a voluntary but irrevocable check-off of union dues, except that employees who were subject to the check-off at the date of the inception of this agreement shall remain subject thereto during the life of the agreement. The previous agreement provided for a voluntary and revocable check-off.

Hours: 8 per day (platform time 8¼ hours), a 48-hour week. *Overtime:* time and one-half shall be paid to car and bus operators for time worked in excess of 8½ hours (this does not apply to chartered runs), to all employees called out for emergency work after working a full day, to trackmen, day staff employees of power house, car shop, car shed, bus garage and line department for emergency work on Sundays and legal holidays and to employees who are requested to work on their day off; time and one-quarter for work on Sundays and on 8 specified holidays. Employees engaged in overtime work shall be given meal tickets.

Vacation with pay: employees with less than one year's service shall be entitled to one-half day for each month worked, to be taken in the year following the one in which they were hired; after one year's qualifying service an employee shall be entitled to 7 days off with 6 days' pay; after 2 or more qualifying years to 14 days off with 12 days' pay. A qualifying year shall be one in which an employee has been employed for the full year and has performed 2,000 hours of work or in which, in the case of employees hired prior to May 1, he has worked an average of 165 hours a month during his employment in such year, provided, however, that the above provision regarding vacations for employees with less than one year's service shall continue to apply as far as vacations for the year following the one in which they were hired are concerned. In computing the qualifying period, regularly booked 6-hour runs shall be treated in the same manner as 8-hour runs.

Hourly wage rates for certain classes: operators $1.15 (first 18 months $1.05 to $1.13), linemen (first to fourth class) $1.17 to $1.07, groundmen $1.01 to $1.05, water plant operator $1.10 and $1.15, substation operator $1.08 and $1.10, learner $1.05, maintenance and repair men $1.12 and $1.23, helper $1 to $1.07; motor mechanic, body mechanic, automotive electrician $1.13 to $1.25; apprentices from 81 cents in first year to $1.01 in fifth year; garage attendants $1 to $1.16; blacksmiths $1.10 and $1.20, carpenters $1.07 to $1.20, machinists $1.11 to $1.25; pitmen, car body and truck repair men, painters $1.06 to $1.15; upholsterers $1.01 to $1.18; welders $1.06 to $1.25; armature winders, electricians $1.06 to $1.19; firemen $8.48 (per day); cleaners $1; trackmen $1.01 to $1.04½; track welder $1.06 to $1.10; switchmen, truck drivers $1 to $1.04½; labourer 81 cents to $1; watchmen $7.04 to $7.48 (per day). With a few exceptions, the above rates represent an increase of from 15 to 18 cents per hour over the previous rates.

The commission will provide employees with free transportation on its regular car and bus services. All operators will be supplied by the commission with uniform clothing and trackmen, employed at drain work during the spring and fall, with rubber boots.

Provision is made for an *Insurance and Sick Benefit Plan, seniority rights* and *grievance procedure.*

Storage

Fort William and Port Arthur, Ont.—Certain Terminal Elevator Companies and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 650.

Agreements to be in effect from January 1, 1950, to December 31, 1951. The companies recognize the union as the exclusive bargaining agency for all eligible employees for the duration of this agreement. The principle of "open shop" is maintained and there will be no discrimination against any employee because of membership or non-membership in the union.

Check-off: there shall be a voluntary revocable check-off of monthly union dues.

Hours: 8 per day Monday through Saturday, a 48-hour week. *Overtime:* hourly rated employees shall be paid time and one-half for all work over the regular 8 hours per day and on 2 specified holidays and double time for work on Sundays and on 6 *specified paid holidays;* monthly rated employees shall be paid at *pro rata* rates for all overtime and for work on 8 holidays. Except in case of emergency, no employee shall be required to work more than 11½ hours in any one shift, such time to include both regular time and overtime.

Vacations with pay: 2 weeks to monthly rated employees with one or more years of service and to hourly rated employees who have worked not less than 46 weeks in a period of 52 consecutive weeks.

Wage rates (for the periods from January 1, 1950, to September 30, 1950, and from October 1, 1950, to December 31, 1951, respectively): for ordinary labourers, including shovellers, $1 and $1.02 per hour for all other classes of hourly rated employees, including assistant weighmen, electricians assistants, millwrights' assistants, cleaner men, bin floor men, oilers, etc., $1.05 and $1.07 per hour (previous rates were 95 cents per hour for ordinary labourers and $1 for other hourly rated employees); for all monthly rated men the rate of pay existing as at December 31, 1949, shall be increased by $10.40 and $14.56 per month. When hourly rated men are appointed to act in a supervisory capacity they shall be paid 10 cents per hour extra.

Off-shift differential: all employees shall receive 5 cents per hour extra for all work performed on any other than their regular day shift.

Provision is made for *seniority rights* and *grievance procedure.*

Service

Business and Personal

Toronto, Ont.—Toronto Launderers and Dry Cleaners Limited and International Association of Cleaning and Dye House Workers, Local 180 (Cleaners and Dyers Union).

Agreement to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation or coercion against any employee because of his union or non-union affiliation or because of his activity or lack of activity in any labour organization.

Check-off: the parties agree to a voluntary but irrevocable check-off of union dues.

Hours: in the laundry division 40 and in the dry cleaning division 42½ per week. *Overtime:* time and one-half for work in excess of the standard weekly hours and for work on Sundays and on one statutory holiday, except when they form part of an employee's standard work week. All employees will be granted 7 specified *paid holidays* (an increase of one). The present system of *rest periods* will be continued.

Vacations with pay: after 1 year's continuous service 1 week, after 2 years' service 1 week and 1 day, after 3 years' service 1 week and 2 days, after 4 years' service 1 week and 3 days and after 5 years' service 2 weeks.

Hourly wage rates: female employees and boys under 18 years—starting rate 56 cents, after 6 weeks 60 cents; males over 18 years—starting rate 78 cents, after 6 weeks 85 cents, wash men 98 cents; employees in the laundry department will be given additional incentive pay, depending on their production; drycleaning department—checkers, shippers, inspectors, baggers 60 to 71 cents; silk spotting and silk finishing 60 to 86 cents, drycleaners 82 to 98 cents, wool pressers 9½ cents per unit plus 3 cents per hour. The above rates represent an increase of 5 cents per hour over the rates previously in effect. The company agrees to continue its practice of paying a Christmas bonus.

A *night shift differential* of 5 cents per hour will be paid for time worked after 6 p.m.

Provision is made for *grievance procedure* and *seniority rights.*

London, Ont.—Middlesex Properties Limited (operating the Hotel London) and the Hotel and Restaurant Employees and Bartenders International Union, Local 37.

Agreement to be in effect from October 1, 1950, to October 1, 1951, and thereafter from year to year, subject to notice during the month of August. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There will be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

Hours of work vary in accordance with a schedule which forms part of the agreement.

Vacations with pay: 2 weeks will be granted after one year's continuous service.

Daily wage rates: housekeeping department—linen maids, chambermaids $3.95 to $4.70; housemen $4.90 to $5.80, window washers $5.25 to $6.60, wall washer $4.40 to $5.25; service department—day bell boy $1.75 to $2.30, night bell boy $2.75 to $3.75, elevator man $4 to $5.20, baggage porter $3.15 to $3.95, doorman $3.75 to $4.25; dining room—waiters, waitresses $3.85 to $4.85; busboys $3.75 to $4.25; kitchen department—sauce cook, swing cook, pastry cook and baker $7.25 to $8.95; night cook, gardemanger, butcher $6.25 to $8.25; boilerman $6.25 to $7.60; roast cook $5.85 to $6.95, assistant baker and pastry cook $5.40 to $6.40, assistant cook $5.25 to $6.05, breakfast cook $4.75 to $6.25, assistant butcher $4.25 to $6.60; ware

washers, pot washer, kitchen porter, night porter $4.55 to $4.90; head pantry girl $4.90 to $5.75, pantry girls $4.45 to $4.70, vegetable cleaners $3.95 to $4.75, assistant storekeeper $4.25 to $4.95, stewards clerk $4.25 to $4.90; cocktail lounge—bartenders $7.05 to $7.55, barboys $4.25 to $5.25, waiters $3.75 to $4.25; beverage room—tapman $5.25 to $6.05, waiters $3.75 to $4.30, glass washers $3.75, porter $4.75 to $5.75; engineer—ice cutter $4.25 to $5.25, plasterer $8.25, carpenter $7.85, painter $7.05, plumber $8.60; laundry—utility man $5.40 to $6.40, laundry washman $5.40 to $6.15, extractor operator $5.40 to $5.75, female staff $4.25 to $5. In addition to the above rates the company may, at its discretion and according to its merit rating plan, pay employees special merit rates.

Sick leave with pay up to a maximum of 5 days in any one year shall be granted, where necessary, to full time regular employees with one or more years of continuous service. Under no circumstances shall such leave be cumulative. The allowance for sick pay shall only commence after the third day of illness.

Provision is made for *seniority rights* and *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of two agreements, the amendment of eleven others and the correction of one of them, and the extension of two new agreements. In addition to those summarized below, they include: the amendment of the agreements for retail stores at Granby and for barbers and hairdressers at St. Hyacinthe published in the *Quebec Official Gazette* issue of January 27. The amendment of the agreement for retail stores at Farnham in the issue of February 3; the repeal of the agreements for municipal employees at Jonquière and at Kenogami, the amendment of the agreement for tannery employees in the province and a correction of an amendment for the metal trades industry at Quebec in the issue of February 10.

Requests for amendments to the agreements for the building trades at Chicoutimi and at Three Rivers, for the dressmaking industry and for tannery employees in the province, for grocers and butchers at Sherbrooke, and for retail stores at Richmond and Melbourne and at Windsor were gazetted January 27; for freight handlers (longshoremen, inland and coastal), for funeral undertakers, for the ornamental iron and bronze industry and for printing trades at Montreal, for the men's and boys' clothing industry in the province, for retail stores at Rimouski, for the building trades at Sherbrooke and for iron oxide miners at Red Mill, were gazetted February 10.

Orders in Council were also published approving the levy of assessments on the parties to certain agreements.

Manufacturing

Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619; Aug., 1949, p. 987; Jan., 1950, p. 77, and previous issues).

Minimum wage rates for employees working on an hourly or weekly basis only: fully skilled cutter $1.28⅝; semi-skilled cutter 97½ cents; trimmer 98⅜ cents; fur tailor $1.06¾; assistant fur tailor, machine baster, special machine operator 79¾ cents; button sewer, general hand and examiner 56⅝ cents per hour.

Minimum wage rates for piece-work (piece rates to be fixed to yield at least the following rates for workers in the following classes): skilled operator (male) $1.28⅝; skilled operator (female) $1.05⅛; section operator (male or female), top presser, machine presser $1.28⅝; under presser $1.22; piece presser, semi-skilled operator (male) 97½ cents; semi-skilled operator (female) 91½ cents; skirt maker, lining maker, finisher, hand baster 79¾ cents. Piece-work rates will be the same for male and female employees.

Minimum weekly wage rates for apprentices: apprentice operators, pressers and fur tailors from $15.40 per week in first 6 months to $38.56 after 36 months; apprentice skirt makers, lining makers, finishers, machine basters, hand basters and special machine operators from $15.40 per week in first 6 months to $31.84 after 24 months; apprentice cutters and trimmers from $15.40 in the first 6 months to $51.36 after 48 months; apprentice button sewers, general hands and examiners from $15.40 in first 6 months to $22.60 after 18 months.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

All of the above wage rates are to be in effect from December 1, 1950, and represent an increase of 7 per cent over the rates previously in effect. Notwithstanding the minimum rates per hour set forth in the present agreement all piece-work rates shall be increased by 7 per cent as and from December 1, 1950.

MILLINERY INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 1, and gazetted February 10, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369, Sept., p. 1307; June, 1949, p. 736).

Vacation with pay: 2 weeks with pay (previously one week), after at least one year in the industry and at least 6 months' service with the same employer previous to June 30 in any year. Vacation pay to be calculated as follows: those employees who, during the period from July 1 of any year to June 30 of the following year have worked a minimum total of 1,400 hours (8 full months) are entitled to 2 weeks' pay at their individual weekly rate; employees who have worked less than the time stipulated above are entitled to 4 per cent (previously 2 per cent), of their gross earnings. Employees with a minimum of 2 months' service, in the event of termination of employment, are entitled to 4 per cent (previously 2 per cent), of the wages earned by them after June 30 preceding their termination of employment.

Minimum weekly wage rates in zone I: hand blocker $57.96; blocker $53.60; cutter, straw operator, fabric operator $52.29; draper $36.60; trimmer draper $32.40; trimmers $29.50; zone II—10 per cent less than minimum rates of zone I. (The above rates represent increases ranging from $4.50 to $7.76 per week over those formerly in effect.)

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 1, and gazetted February 10, amends the previous Orders in Council for this industry *in the district of Montreal* (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; March, 1949, p. 301, Oct., p. 1246; April, 1950, p. 516) .

Specified paid holidays: the number of paid holidays is now increased to 3 by the addition of Christmas Day and Labour Day.

Minimum hourly wage rates in zone I (Montreal district) for female employees: set-up department—forelady 68 cents; hand worker (class A) 63 cents; hand worker (class C) covering machine operator, staying machine operator, Stoke & Smith machine operator, top-piece machine operator 56 cents; hand-fed machine table gummer, packer and tier, four-corner machine feeder, operators on machines not classified above 54 cents; folding department—forelady 68 cents; stitcher operator 56 cents; stripper, folder, packer and tier, Brightwood machine feeder, automatic glueing machine feeder, operators of machines not classified above 54 cents. (The above rates in most cases are from 5 cents to 7 cents per hour higher than those previously in effect.) Basic hourly wage rates for female employees are from 40 cents per hour during the first 3 months and 45 cents during the second 3 months to 50 cents per hour during the fourth 3 months instead of from 40 cents during the first 6 months to 48 cents in the fourth 3 months as previously in effect. The classifications hand labeller 54 cents and labelling machine operator 56 cents per hour are added to the schedule of minimum rates for the set-up department.

Minimum hourly wage rates in zone I for male employees: set-up department—foreman $1.19 assistant $1.04; scorer, cutter on knife (first class) 95 cents; cutter on knife (second class) 85 cents; end-piece operator (single) 84 cents; end-piece operator (double) 87 cents; four-corner stayer operator 91 cents; feeder (four-corner stayer), punch operator 77 cents; circular saw operator 78 cents; slitter operator 80 cents; bale press operator 76 cents; folding department—foreman $1.19, assistant $1.04; die maker $1.06, assistant die maker 78 cents; automatic glueing machine makeready man 99 cents; Brightwood machine makeready man 91 cents; feeder (Brightwood machine), feeder (cylinder box press) 77 cents; cutter on knife (first class), cylinder box pressman 95 cents; cutter on knife (second class) 85 cents; stripper 74 cents; bale press operator 76 cents; general—machinist (first class) 95 cents; maintenance and repairman, truck driver 82 cents; shipper 90 cents; boiler fireman 73 cents. (The above rates for male employees of zone I represent increases ranging from 6 to 11 cents per hour over those previously in effect.) Basic wage rates of male employees, over 18 years of age (previously no age limitation mentioned), are increased by 5 cents per hour and are now from 55 cents per hour during the first 3 months to 70 cents per hour in the fourth 3 months. Rates for stationary enginemen 78 cents per hour and for chief-engineman (second class) $43.50 per week; (third class) $37.25 per week remain unchanged. New classifications are added to the minimum wage schedules of various departments and their rates are as follows: set-up department—creasing operator 95 cents, wrapper makeready man 90 cents, operator of machines not classified above 75 cents; folding department—Indman machine makeready man 91 cents; waxing machine makeready man 75 cents; automatic cellophane machine makeready man 99 cents; feeder automatic cellophane machine, feeder (platen die cutting press) 77 cents; power stacker-lift truck operator 80 cents; platen die cutting pressman 88 cents; packer and tier 70 cents; operators of machines not classified above 75 cents; general—electrician 95 cents, assistant shipper 75 cents, watchman 70 cents. A new basic wage scale for male employees under 18 years of age is included and the minimum rates are as follows: from 45 cents per hour during the first 3 months to 55 cents in the fourth 3 months.

Night shift differential is now 15 per cent in excess of the regular day shift rates instead of 20 per cent, as previously in effect, and any remuneration for overtime work will include this 15 per cent.

Printing and Publishing

PRINTING TRADES, QUEBEC DISTRICT.

An Order in Council, dated February 8, and gazetted February 17, makes obligatory the terms of a new agreement between "Le

Syndicat patronal de l'Imprimerie de Québec, Inc." *and* "Le Syndicat Catholique des Imprimeurs et Relieurs de Québec, Inc." "L'Union Typographique de Québec", Local No. 302, "L'Union des Pressiers et Clicheurs de Québec", Local No. 152, "L'Union des Relieurs", Local No. 152, Québec, "Le Syndicat Catholique des Imprimeurs de Rimouski et Rivière-du-Loup", "Le Syndicat Catholique des Ouvriers Imprimeurs de la Beauce". Agreement to be in force from February 17, to December 31, 1951, and thereafter from year to year, subject to notice. Contracting parties have agreed to a *retroactive date of January 1, 1951,* from which date the terms of this agreement will be in effect. The agreement covers both daily newspaper and job work.

Territorial jurisdiction comprises the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé, Bonaventure and those parts in the districts of Three Rivers, St. François and Arthabaska not governed by the agreement for printing trades in the Montreal district.

Establishments governed by the agreement are divided into 5 classes for the purpose of rating the wages and the duration of labour: class "A"—includes all establishments operating one or more rotary multicylinder printing presses, for whatever purpose, as well as photogravure and electrotyping establishments with the exception of paper bag factories; class "B"—includes all establishments operating one cylinder and 3 automatic presses, or 2 cylinder and 2 automatic presses, or 3 cylinders and one automatic press, or 4 cylinders or more, and paper bag factories; class "C"—includes all establishments operating 2 cylinder presses (or more), or one composing machine (or more), or one cylinder when employing 7 male employees (or more), or any establishment employing 7 or more male employees irrespective of the equipment, as well as lithography, offset, photo-litho, ruling and bookbinding establishments not specifically mentioned in classes "A", "B" and "E", and the printing departments of paper box manufacturing concerns; class "D"—includes all establishments not comprised in the other categories; class "E"—includes all establishments engaged exclusively in bookbinding operations.

Hours: 42½ hours per week for establishments of classes "A", "B", "C" and "E" of the judicial district of Quebec with the exception of the aniline press department of paper bag factories; 45½ hours per week for establishments of class "D" of the judicial district of Quebec, for the aniline press department of paper bag factories and for all establishments of judicial districts other than that of Quebec; hours for night shifts —a maximum of 39½ hours constitutes a regular work week with the exception of establishments in judicial districts other than that of Quebec where the regular week is one of 42½ hours; the maximum daily duration of night work in all establishments governed by this agreement is 8½ hours. In paper box factories the regular duration of work is 48 hours. (The above hours represent a reduction of 2½ hours per week with the exception of those for paper box factories which remain unchanged.) From January 1, 1952, the standard work week will be reduced by 2½ hours in all shops.

Overtime as previously in effect, is payable at the rate of time and one-half; double time for work on Sundays and 8 specified *paid holidays.* Paid statutory holidays were increased from 5 to 6 in 1949, to 7 in 1950 and to 8 in 1951 as provided for in the previous agreement summarized in the Labour Gazette issue of February, 1949, on p. 178.

Minimum hourly and weekly wage rates: typographer, keyboard, caster operator, electrotyper $1.33 per hour for class "A", $1.28 for class "B", $1.23 for class "C" (electrotypers not included in classes "B" and "C"); bookbinding finish-gilder $1.33 for class "A", $1.28 for class "B", $1.23 for class "C", $1.19 for class "E", pressman and stereotyper $1.30 for class "A", $1.26 for class "B", $1.21 for class "C"; bookbinder $1.25 for class "A", $1.22 for class "B", $1.18 for class "C", $1.16 for class "E"; photoengravers and camera operator $1.25 for class "A"; pressman on cylinder $1.08 for class "D"; pressman on platen press and typographer $1 for class "D". (These rates are 11 cents per hour higher than those formerly in effect.) As previously in effect, journeymen on *night shifts* will receive $3 more per week than the regular rates established for day workers and foremen will be paid $5 more per week than journeymen in class "A", $4 more in classes "B" and "C", and $3 more in other classes. Rates for bookbinding female employees are increased by from $1 to $2 per week and are now as follows: from $14 per week in the first 6 months to $22 in the second 6 months of the fourth year. Minimum rates for apprentices are from $1 to $2 per week higher than those formerly in effect and are now as follows: class "A"—from $16 per week in the first year to $35 in the second 6 months of the fifth year; classes "B" and "C"—from $15 to $34; classes "D" and "E"—from $15 to $31. Apprentices on *night shifts* receive an additional $2 per week. Caster men's helpers will receive apprentices' wages up to the rate fixed for the fourth year inclusive; after 4 years their rate will be increased by 10 per cent every year, until they attain the journeymen's rate. Rates for helpers in classes "A", "B" and "C" remain unchanged at from 43 cents per hour in the first year to 47 cents in the second year.

In judicial districts, other than that of Quebec, the wage scale may be reduced by 10 per cent.

Vacation: one week with pay annually after one year's continuous service; one-half day with pay for each month of service for those who have been employed less than one year. (The above provisions are similar to those previously in effect.) New provisions are added as follows: all journeymen, with the exception of bookbinding female employees, are entitled, each year, to 3 days additional vacation with pay and vacation pay is computed on the basis of 50 per cent of the journeymen's wages for the standard work week. The period of continuous service which entitles an employee to an annual vacation with pay extends from May 1 of one year to April 30 of the following year.

Home work is prohibited. Provision is made for board and lodging, for apprenticeship regulations, and for the proportion of apprentices, in ratio to the number of journeymen, that may be employed in establishments of various classes.

Metal Products

Metal Trades, Quebec District.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67, Oct., p. 1247; Jan., 1950, p. 77, Dec., p. 2067). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of November 18, 1950. The present amendment provides that the name "Metal Trades, Quebec District", will be substituted for the name "Mechanical Construction and Repair Industry, Quebec District".

Territorial jurisdiction of the agreement comprises the city of Quebec and within a radius of 50 miles from its limits, and the municipalities of St. Ephrem de Beauce, St. André de Kamouraska and St. Jean-Port-Joli.

Industrial jurisdiction comprises the fabrication, installation, transformation and repair of boilers, metal or mechanical parts, tanks, engines, machines or parts of all kinds, and other mechanical equipment, whether such operations be carried out inside or outside metalworks, and whether it constitutes the main or secondary industry of the establishment provided it is done for commercial purposes. It also applies and extends exclusively within the limits of its territorial jurisdiction to any construction, installation, transformation and repair of boilers and tanks not carried out in metalworks. However, this agreement does not apply to office chief-clerks and clerks, foreman (not doing manual work), technical staff, elevator operators, messengers, maintenance employees, employees engaged in shipbuilding and repairs, students under 16 years of age in charitable institutions governed by the Public Charities Act, employees specifically engaged in the construction or repair of elevators who are governed by the agreement for the elevator construction industry for the province (included in the building trades agreement for Montreal) nor to employees in an establishment not principally engaged in metalwork operations and who are covered by a private collective agreement stipulating better working conditions and higher wages than those of the present agreement.

Minimum hourly wage rates: toolmakers $1.15 in zone I, $1.02 in zone II; draughtsman $1.05 in zone I, 92 cents in zone II; general machinist, pattern-maker, general welder 95 cents in zone I, 82 cents in zone II; lathe, milling machine, etc., machinist, marine mechanic, fitting mechanic, boilermaker, tinsmith, pipe mechanic, welder (electricity and acetylene) 90 cents in zone I, 77 cents in zone II; metalworks joiner, blacksmith, cutter (electricity, oxyacetylene), bodyworker 85 cents in zone I, 72 cents in zone II, except for bodyworker whose rate in zone II is 77 cents; storekeeper 80 cents in zone I, 67 cents in zone II; truck driver 75 cents in zone I, 64 cents in zone II; helper 70 cents in zone I, 62 cents in zone II; common worker 65 cents in zone I, 57 cents in zone II. (The above minimum rates represent an increase of 5 cents per hour in zone I and 7 cents per hour in zone II over those rates previously in effect.) Minimum rates for construction boilermakers, erectors, steam generating mechanics, welders, are increased from $1.15 to $1.50, for helpers from 85 cents to $1.10; however the installation of portable tanks and boilers under 2 tons in weight will be remunerated at the rates provided for by the terms of this agreement and shown above. Rates for machine operators remain unchanged at from 65 cents in zone I during the first year, 55 cents in zone II, to 75 cents in zone I and 65 cents in zone II in the third year. Minimum rate for machine fitters (formerly classified as assemblers) is unchanged at 55 cents during the first year in zone I, 50 cents in zone II; 62 cents during the second year in zone I, 55 cents in zone II, but is increased from 68 to 70 cents during the third year in zone I, from 60 to 62 cents in zone II; increased from 75 to 78 cents during the fourth year in zone I, from 65 to 68 cents in zone II. The following classifications are added to the wage scale—machine feeders from 45 cents during the first 6 months in zone I, 40 cents in zone II, to 55 cents during the second 6 months of the third year in zone I, 50 cents in zone II; metal products fitter from 55 cents during the first 6 months in zone I, 50 cents in zone II to 65 cents during the second 6 months of the third year in zone I, 60 cents in zone II. Apprentices who have completed their apprenticeship period are entitled to an increase of 10 per cent on the wages of a fourth year apprentice, a second 10 per cent after an additional period of not less than 6 months and a third 10 per cent increase after an additional period of not less than one year. Thereafter, the apprentice will be examined by the Board of Examiners and, based on the result, the apprentice will be classified as a journeyman or will remain a fourth year apprentice, third 10 per cent. Examinations may be repeated after every additional apprenticeship period of one year. Employees engaged in more than one operation or trade will receive the rates applicable to the highest paid operation or trade. If a piece-work or job-work system is established the workers will be paid not less than the minimum rates fixed in the present agreement.

Apprenticeship regulations are included in the terms of this amendment.

Construction

Metal Trades, Quebec District.

See above under "Manufacturing: Metal Products."

Building Trades, St. Hyacinthe.

An Order in Council, dated January 25, and gazetted February 10, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488; Oct., 1949, p. 1247; Feb., 1950, p. 209, Aug., p. 1185, Oct., p. 1679, Dec., p. 2067; Jan., 1951, p. 64, and previous issues).

Cost-of-living wage adjustment: for quarterly adjustments the Parity Committee will take as a basis the federal cost-of-living index for the months of February for the May adjustment, of May for the August adjustment, of August for the November adjustment and of November for the February adjustment.

Plumbers, Three Rivers.

An Order in Council, dated February 8, and gazetted February 17, amends the

previous Orders in Council for this industry (L.G., May, 1948, p. 488; June, 1950, p. 876). This amendment to be in effect from January 1, 1951.

Minimum hourly wage rates for contractors (personal services) are increased from $1.70 to $1.80 per hour; senior journeymen from $1.10 to $1.20; junior journeymen from 95 cents to $1 per hour; common workers from 70 to 80 cents per hour. Rates for apprentices remain unchanged during the first and second year but are increased by 5 cents per hour during the third and fourth year and are now as follows: 40 cents per hour in the first year, 55 cents in the second, 65 cents in the third, and 75 cents in the fourth year.

Transportation and Public Utilities

Local and Highway Transport

TRUCK DRIVERS, MONTREAL.

An Order in Council, dated January 25, and gazetted February 3, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 995; Aug., 1949, p. 989). Another amendment to this agreement was published in the *Quebec Official Gazette* issue of April 15, 1950, p. 1125.

Welfare Plan: all employers will pay an amount of $3.50 per calendar month towards a group insurance plan which will provide, to each employee with at least 80 hours of service per month, the following benefits—life insurance, sickness and accident, and hospital and doctor's fees. New employees are eligible to insurance after the last day of the second month following that in which they were employed. Certain benefits, as sickness and accident, and hospital and doctor's fees may be extended to include an employee's wife and unmarried children under nineteen years of age.

This plan will be administered by the Parity Committee who may appoint a subcommittee to be responsible for the levy of assessments from the employers to finance the above plan.

Water Transport

LONGSHOREMEN, CHECKERS AND COOPERS (OCEAN AND INLAND), SOREL.

An Order in Council, dated January 25, and gazetted February 3, makes obligatory the terms of a new agreement between certain stevedoring firms and Le Syndicat Catholique et National des Débardeurs de Sorel, Inc. Agreement to be in effect from February 3, 1951, until January 31, 1952, thereafter from year to year, subject to notice.

This agreement applies to the loading and unloading of all ships (including the handling of grain) engaged in ocean, inland and coastal navigation, to the loading and unloading of all railway cars, as well as the work of checkers and coopers. It also applies to longshoremen paid by the hour and engaged in loading and unloading explosives.

Territorial jurisdiction comprises the harbour of Sorel.

Overtime: work on Sundays and 5 specified holidays, time and one-half. Time and one-half to be paid also for work during meal hours and thereafter until relieved. However, if the work can be completed in one working hour, longshoremen will work during the meal hour at the regular rate of wages. Overtime for those workers engaged in handling explosives will be paid at the rate of double time after 6 p.m., and for work performed on Sundays and 5 specified holidays, but no employee is compelled to work on any of the above specified holidays.

Minimum hourly wage rates: for loading grain—$1.07½ for work between 7 a.m. and 6 p.m.; $1.17½ for work between 7 p.m. and 12 midnight; $1.27½ for work between 12 midnight and 6 a.m.; for unloading grain out of lake and ocean steamers into the elevator—97½ cents per hour for work between 7 a.m. and 6 p.m.; $1.00½ for work between 7 p.m. and 12 midnight; $1.07½ for work between 12 midnight and 6 a.m.; for loading or unloading of cargoes not otherwise specified from or to vessels and for railroad cars, cleaning or bunkering of vessels and erection of grain fitting—$1.02½ for work between 7 a.m. and 6 p.m.; $1.12½ for work between 7 p.m. and 12 midnight; $1.22½ for work between 12 midnight and 6 a.m.; for unloading or loading of vessels and/or railroad cars and cleaning same from sulphur, china clay, potash, cyanamid, pitch and all other similar strong cargoes, not including phosphates—$1.17½ for work between 7 a.m. and 6 p.m.; $1.27½ for work between 7 p.m. and midnight; $1.37½ for work between 12 midnight and 6 a.m.; foremen to be paid 10 cents per hour extra. Longshoremen reporting for work at 7 a.m. and 1 p.m. will wait one-half hour without pay, but if required to wait longer, regular rates of pay for such waiting time; those workers reporting for duty at 7 p.m. will be paid at regular rates until discharged. Employers may call longshoremen for 10 a.m. and 3.30 p.m. In the event of being put to work or discharged, longshoremen will be paid a minimum of one hour at the prevailing rate for each time called with the exception of the 3.30 p.m. call for which they will be paid a minimum of 2 hours at the prevailing rate; no calls to duty between 7 p.m. and 7 a.m. (with the exception of those workers engaged in trimming bunker-coal) who will be paid a minimum of 4 hours from the time ordered out to commence work. *Minimum wages for the handling of explosives* are as follows: for work between 7 a.m. and 12 noon and between 1 p.m. and 6 p.m.—longshoremen, water carriers $1.35; foremen, carpenters, winchmen and hatchmen $1.45; walking bosses $1.85. Employees required to work will be called for 7 a.m., 7.30 a.m., 10 a.m., 1 p.m., 1.30 p.m., 3.30 p.m. and be paid for one hour at the prevailing rate from the time ordered out except for the 3.30 p.m. call for which the employees will be paid a minimum of 2 hours.

Hatch beams must be taken off or bolted when men are working in the hatch and using a winch.

Provision is made for the number of men in gangs and the number varies according to the type of work performed.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During January

(1) ***Works of Construction, Remodelling, Repair or Demolition.***

During the month of January the Department of Labour prepared 72 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 125 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are *"minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) ***Contracts for the Manufacture of Supplies and Equipment.***

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation. . . .	10,694	$15,917,468.71
Post Office.	13	94,221.19
Public Works. . . .	1	5,450.00

(3) ***Arrears of Wages***

During the month of January the sum of $177.03 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 22 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During January

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Canadian Commercial Corporation

Goose Bay, Labrador: A. F. Byers Construction Co. Ltd., repair of hangar trusses, RCAF Station. *Summerside, P.E.I.:* M. F. Schurman Co. Ltd., repairs to sub-floors of

Buildings 7, 9, 13, 15, 20, 30, 38, 51 and 56, RCAF Station. *Dartmouth, N.S.:* Trynor Construction Co. Ltd., renewal of water distribution system, RCN Armament Depot; Arthur & Conn, Ltd., installation of electrical work underneath mezzanine floor Hangar 21, RCN Air Station. *Debert, N.S.:* Dominion Steel & Coal Corp. Ltd., construction of chain link fence, Magazine Area. *Sydney, N.S.:* R. G. McDougall, redecking jetty, Point Edward Naval Base. *Moncton, N.B.:* W. Ronald McLaughlin, repairs to foundation Building No. 1, Garrison Barracks. *Lachine, P.Q.:* R. M. Clark Construction Co. Ltd., renovation of officers' mess, Building No. 3, RCAF Station. *St. Hubert, P.Q.:* Building Renovators Ltd., interior painting of hangars, RCAF Station. *London, Ont.:* A. N. Martin, exterior painting of 11 buildings, Wolseley Barracks; Sid Jones Construction Co. Ltd., insulation heating and ablution facilities Building No. 8, Central Ordnance Depot; A. F. Byers Construction Co. Ltd., repair to Hangar No. 2, RCAF Station. *Mount Hope, Ont.:* W. J. Walsh & Co., re-location of boilers and installation of new heating system, RCAF Station. *Gimli, Man.:* Hudson's Bay Co., laying of linoleum, RCAF Station. *Winnipeg, Man.:* Henry E. Gibson & Co., construction of classrooms and general repairs, HMCS "Chippawa". *Saskatoon, Sask.:* Onufry Waschuk, repairs to subfloors of Buildings 1, 6, 17, 19, 32 and 35, RCAF Station. *Abbotsford, B.C.:* F. Drexel Co. Ltd., re-insulation of heating distribution lines, RCAF Station. *Kamloops, B.C.:* H. Giddens Ltd., replacement of flashings, RCN Magazine.

Central Mortgage and Housing Corporation

St. John's, Nfld.: Chester Dawe Ltd.,* installation of screen and storm doors. *Cornwallis, N.S.:* George Mabee,* installation of surface drains, culverts and ditching of streets; George Mabee,* building of log crib; George Mabee,* installation of surface drains and ditching; George Mabee,* log crib construction. *Dartmouth, N.S.:* Trynor Construction Co. Ltd., installation of sewer and water services, HMCS "Shearwater". *Yarmouth, N.S.:* Rodney Contractors Ltd.,* grading, drainage, gravelling of lots and construction of walks, etc. *Chatham, N.B.:* Terminal Construction Co. Ltd., construction of 65 housing units. *Saint John, N.B.:* Lloyd R. Mawhinney Ltd.,* installation of rink rims. *Barriefield, Ont.:* McGinnis & O'Connor Ltd.,* earth fill. *Centralia, Ont.:* Parker Construction,* construction of house walks and front paths; Parker Construction,* partial construction of house walks. *Cobourg, Ont.:* George F. Turner,* elimination of deficiencies. *Fort Erie, Ont.:* Rigby's Ltd.,* installation of doors and insulation. *Hamilton, Ont.:* Wilf. Malstorm,* elimination of deficiencies. *North Bay, Ont.:* Sterling Construction Co. Ltd., construction of 6 classroom school. *Niagara Falls, Ont.:* Rigby's Ltd.,* installation of doors and insulation. *Trenton,* Ont.: Town of Trenton,* cleaning sewers. *Windsor, Ont.:* Sterling Construction Co. Ltd.,* construction of concrete walks. *Edmonton, Alta.:* Hume & Rumble Ltd., installation of electrical distribution services, street lighting, fire alarm and security lighting systems. *Chilliwack, B.C.:* Wm. M. Orr & Vancouver Associated Contractors Ltd.,* road construction; Wm. M. Orr & Vancouver Associated Contractors Ltd.,* road construction. *Vancouver, B.C.:* Pyke & White Construction Co. Ltd.,* elimination of deficiencies; Howard Shields,* rough grading; Howard Shields,* clearing lot; Monarch Construction Co. Ltd.,* road maintenance; Pyke & White Construction Co. Ltd., construction of house sidewalks; Baynes Manning Ltd.,* setting and adjusting valve boxes and installing new services; Biltmore Construction Co. Ltd.,* construction of house sidewalks and steps.

Defence Construction Limited

Summerside, P.E.I.: Island Telephone Co., installation *re* VHF/DF Building. *Dartmouth, N.S.:* Bryant Electric Co., installation of electrical system; Acadia Construction Ltd., construction of boiler house and tunnels for central heating plant, HMCS "Shearwater", United Steel Corporation Ltd., installation of coal handling equipment for central heating plant, HMCS "Shearwater"; Canadian Comstock Ltd., installation of steam piping and return distribution system and steam plant auxiliaries, HMCS "Shearwater". *Greenwood, N.S.:* Maritime Telegraph & Telephone Co., installation *re* VHF/DF Building. *Chatham, N.B.:* Modern Construction Ltd., construction VHF/DF Building facilities; Modern Construction Co. Ltd., construction of combined mess, unit supply building, fire hall and bulk petroleum storage. *Quebec, P.Q.:* Valere Brochu, renovation of casements, the Citadel; Frs Jobin Inc. construction of one-100 man barrack block No. 1. *Clinton, Ont.:* Johnson Bros. Co. Ltd., construction of permanent type barrack block, etc., RCAF Station. *Gloucester, Ont.:* Tower Co. Ltd., erection of pre-fabricated instructional building. *Grand Bend, Ont.:* H. E. Mott Co. Ltd., erection of one-108,000 gallon water storage

tank. *Kitchener, Ont.:* William Knell & Co. Ltd., installation of heating system, Knellwood Park Armoury. *North Bay, Ont.:* Sterling Construction Co. Ltd., construction of unit supply building, 180 man barrack block and combined mess, RCAF Station; H. A. Hennessy, clearing of land and building site. *Oakville, Ont.:* S. McNally & Sons Ltd., construction of a new "H" Hut, Ortona Barracks. *Ottawa, Ont.:* A. S. Peterson Ltd., construction of steelox building, Defence Laboratory, Montreal Road. *Petawawa, Ont.:* McLaughlin Bros., installation of water intake pipeline; M. Sullivan & Sons Ltd., construction of 2 barrack blocks, mess hall and workshop. *Picton, Ont.:* Kingston & Salmon, construction of extension to central heating plant, RCSA. *Winnipeg, Man.:* Power Plant Contractors Ltd., installation of oil burning system, Fort Osborne Barracks. *Wainwright, Alta.:* International Water Supply, drilling of permanent well. *Chilliwack, B.C.:* Bennett & White Construction Co. Ltd., construction of 250 man barrack block, RCEME. *Fort Nelson, B.C.:* Marwell Construction Co. Ltd., construction of 30 permanent married quarters, RCAF Station.

National Harbours Board

Montreal Harbour, P.Q.: Automatic Sprinkler Co. of Canada Ltd., installation of fire protection systems in sheds 2 to 6 inclusive.

Department of Public Works

Rocky Point, P.E.I.: Wallace Noye, Allison Raynor & James Noye, wharf repairs. *Summerside, P.E.I.:* McNamara Construction Co. Ltd., breakwater repairs. *Cooper's Point, N.S.:* A. J. Campbell, J. A. Campbell & J. A. McIsaac, construction of breakwater. *Halifax, N.S.:* Mosher & Rawding, breakwater improvements; Standard Construction Co. Ltd., alterations to kitchen and canteen, customs examination and waiting room building; Arthur & Conn Ltd., electrical imrovements, Old Post Office Building. *Lunenburg, N.S.:* Rodney Contractors Ltd., repairs, improvements, painting and laying of linoleum, Marine Hospital. *Pictou, N.S.:* J. P. Porter Co. Ltd., restoration of harbour facilities, Pier "C". *Chockfish, N.B.:* Diamond Construction Co. Ltd., repairs to breakwaters. *Baie St. Paul, P.Q.:* McNamara Construction Co. Ltd., harbour improvements. *Grande Rivière, P.Q.:* James S. Watt, construction of protection works. *Lachine, P.Q.:* Richard & B. A. Ryan Ltd., installation of additional ventilator openings and repairing of underpinning to Buildings Nos. 27, 34, 35, 36, 37, 38, 39, RCAF Depot; J. L. E. Price & Co. Ltd., repairs to underpinning of Buildings 23, 32, 33, 40, 41 and installation of air vents in Buildings 17, 18, 19, 23, 32, 33, 40, 41 at former RCAF Depot. *Lacolle, P.Q.:* Paul Boucher, construction of bus terminal and examining warehouse. *Lauzon, P.Q.:* Edgar Jourdain, extension to west guide pier at the Lorne Graving Dock. *Paspebiac, P.Q.:* B. Joncas, wharf reconstruction. *Quebec, P.Q.:* Emile Coté, demolition of marine stores building, etc.; Emile Frenette Ltée, construction of marine stores building. *Ste. Anne de Bellevue, P.Q.:* Walter G. Hunt Co. Ltd., construction of new sewage pumping station, Ste. Anne's Hospital. *Departure Lake, Ont.:* R. A. Blyth, construction of wharf. *Meaford Ont.:* Russell Construction Co. Ltd., repairs to harbour walls. *Moose Factory, Ont.:* Universal Plumbing & Heating Co. Ltd., installation of steam mains, water main, sewer lines, and steam heating system, Indian Residential School. *Ottawa, Ont.:* A. Lanctot Construction Co., alterations to room 1147 for new X-ray department, Lisgar St.; Taggart Construction Ltd., construction of film vault and instrument houses for National Film Board, Montreal Road; William D'Aoust, alterations on the 2nd, 3rd and 7th floors, Sovereign Building; M. J. Sulphur & Sons Ltd., addition and alterations, Royal Canadian Mint; Taylor Engineering & Construction Co. Ltd., installation of ash handling equipment, Central Heating Plant, Cliff St.; Anglin-Norcross Ont. Ltd., superstructure, Dominion Bureau of Statistics Building, Tunney's Park Development; Canadian Fairbanks-Morse Co. Ltd., installation of accessory equipment, Central Heating Plant, Cliff St. *Thornbury, Ont.:* McNamara Construction Co. Ltd., reconstruction of pier. *Toronto, Ont.:* McNamara Construction Co. Ltd., harbour improvements. *Windsor, Ont.:* Sterling Construction Co. Ltd., warehouse repairs. *Hecla, Man.:* Wm. Newman Co. Ltd., wharf reparis. *Swan River, Man.:* W. C. Wells Construction Co. Ltd., construction of public building. *Fort Qu'Appelle, Sask.:* Harvey Lunan Construction Co., construction of public building. *Regina, Sask.:* J. C. Davis Ltd., installation of automatic sprinklers, Veterans' Hospital; Smith Bros. & Wilson Ltd., erection of crime detection laboratory for RCMP. *Swift Current, Sask.:* Walter J. Burden Ltd., construction of addition to Soils Laboratory, Dominion Experimental Station. *Brooks, Alta.:* Hornstrom Bros., construction of public building. *Calgary, Alta.:* North West Electric Co. Ltd.,

improvements to lighting system, public building. *Crescent, B.C.:* Todd Construction Co. Ltd., wharf construction. *Denman Island, B.C.:* James McDonald Construction Co. Ltd., float renewal. *Fraser River, B.C.:* Gilpin-Nash Ltd., improvements (Kirkland Island). *Vancouver, B.C.:* Allan & Viner Construction Co. Ltd., alterations, etc., on 2nd and 3rd floors, Federal Building; Barr & Anderson Ltd., installation of automatic sprinklers, Hycroft Veterans' Home. *Montreal, P.Q.:* Canadian Vickers Ltd.,* construction and delivery of 7 80′ steel pontoons, Dredge *PWD. No. 21. Wheatley, Ont.:* N. C. Scrigley,* extension of western retaining wall, driving timber sheet piling on west face of eastern crib-work breakwater and addition of stone rip rap on inner ends of the two retaining walls.

Department of Transport

Dorval, P.Q.: Quemont Construction Inc., alterations and additions, administration building, airport. *Montreal, P.Q.:* Atlas Construction Co. Ltd., construction of vehicular tunnel, under Lachine Canal. *Hastings, Ont.:* Central Bridge Co. Ltd., fabrication and erection swing bridge over Trent Canal. *Sault Ste. Marie, Ont.:* Dominion Bridge Co. Ltd., repairs to emergency swing dam. *Sandspit, B.C.:* Hanssen Construction Co. Ltd., erection of administration building.

Recent Regulations Under Dominion and Provincial Legislation

A National Advisory Council on Manpower was set up to consider various aspects of manpower questions and to advise the federal Minister of Labour regarding the most effective utilization of the present and potential working force of Canada.

In Saskatchewan, the Brotherhood of Railroad Signalmen has, by a majority vote of its members, been brought under the Workmen's Compensation (Accident Fund) Act. The Order permitting workers in shops and offices in the smaller centres of the Province to work up to 48 hours in a week without payment of overtime has been extended to December 31, 1952.

The supplementary grant which may be paid in cases of need under the Ontario Mothers' Allowances Act was raised from $10 to $20.

DOMINION

National Advisory Council on Manpower

Order in Council P.C. 567 of February 1 authorized the establishment of a National Advisory Council on Manpower "to advise the Minister of Labour on matters related to the most effective utilization in the national interest of the present and potential man and woman working force of Canada".

The Order in Council named the Clerk of the Privy Council and the Deputy Minister of Labour as joint chairmen of the Council which is to include four representatives of labour, four of employers, and two each of agriculture, women and veterans, appointed by the Minister of Labour, with the approval of the Governor in Council, after consultation with the appropriate national organizations. Also designated as members of the Council are representatives of the divisions of the government service responsible to the Ministers of Agriculture, Citizenship and Immigration, Finance, Fisheries, Justice, Labour, National Defence, Resources and Development, Trade and Commerce and Veterans Affairs and to the Secretary of State.

The National Advisory Council on Manpower is authorized, in the discharge of its duties, to utilize the services of the Unemployment Insurance Commission, its National Employment Services, and the national, regional and local Employment Advisory Committees operating under the Unemployment Insurance Act. (*See also* L.G., March, 1951, p. 311.)

PROVINCIAL

Alberta Workmen's Compensation Act

Employment by counties has been declared an industry to which the Workmen's Compensation Act applies from January 1, 1951, by notice of the Workmen's Compensation Board which was gazetted on February 15. An Act to provide for the setting up of counties was passed at the 1950 session of the Alberta Legislature.

British Columbia Health Act

The Minister of Health and Welfare may, where necessary or advisable, exempt for a specified period mobile camps or any particular camp from the application of the whole or a part of the general regulations for the sanitary control of industrial camps (L.G., 1947, p. 197).

The general regulations apply to lumber, mining and railway construction camps, saw mills, canneries and similar places established by an employer as living quarters for his employees, with or without charge.

The Order in Council permitting exemptions to be granted was made on February 27 and gazetted March 1.

British Columbia Workmen's Compensation Act

A change has been made in the industrial diseases schedule under the Workmen's Compensation Act, by an Order made on February 7 and gazetted on February 15.

As previously, employees who contract tuberculosis in their work where there is

contact with tuberculous infection or tuberculous-infected material will be compensated if they are free from evidence of tuberculosis before engaging in their employment and for six months thereafter. However, when primary tuberculosis, as proven by a negative tuberculin test on employment, develops during the first six months of employment, compensation will be payable.

The amendment, effective from March 1, stipulates that any subsequent tuberculosis which develops three years or more after the disease has been arrested will not be deemed to have been a result of the original disability.

The places of employment where compensation for this disease is payable include hospitals, sanatoria, clinics, and public health units of the Provincial Government, of the University of British Columbia, of any municipality or of a school board, or of any branch of the Victorian Order of Nurses.

Nova Scotia Trade Union Act

The regulations governing the procedure of the Nova Scotia Labour Relations Board were amended by an Order in Council of February 28, gazetted on March 7. The section which stated that every application for certification, verified by statutory declaration, must set forth a copy of the union constitution, the names and addresses of its officers, etc. was changed to provide that every application must be supported by these documents which will not form part of the application but are for the information of the Labour Relations Board only.

Ontario Mothers' Allowances Act

The supplementary grant which may be paid to a recipient of a mother's allowance where the need is apparent to the Mothers' Allowances Commission was increased from $10 to $20 by an Order of January 25 (O. Reg. 9/51), gazetted on February 10.

The basic allowance paid under the Act is $50 a month for a mother with one dependent child, which is increased by $10 for each additional child, $10 in respect of a permanently unemployable husband, the cost of fuel, and medical and dental services.

Saskatchewan Hospitalization Act

The general regulations governing the levy and collection of the hospitalization tax for 1951 have been amended by an Order in Council (O.C. 415/51), made on February 27 and gazetted on March 10, to provide for an exemption from the Act for a beneficiary who moves to British Columbia.

A beneficiary will be exempt from benefits under the Saskatchewan Act from the date on which he becomes qualified as a beneficiary under the British Columbia Hospital Insurance Act, and on application to the Minister of Public Health a refund of a proportionate amount of the tax in respect of the remainder of 1951 will be granted to the person or agency who paid the tax on behalf of the beneficiary.

Saskatchewan Hours of Work Act

Until December 31, 1952, workers in shops and offices in the smaller towns and villages of Saskatchewan may work up to 48 hours in a week without payment of time and one-half for overtime.

The Order permitting this exemption from Section 4 of the Hours of Work Act was originally made on April 22, 1949, and now by Order in Council 377/51, made on February 20 and gazetted on March 3, is extended from April 1, 1951, to the above-mentioned date. It applies to shop and office workers in, or within a five-mile radius of, 83 towns with a population of between 300 and 500.

Saskatchewan Workmen's Compensation (Accident Fund) Act

The application of the Brotherhood of Railroad Signalmen to the Workmen's Compensation Board to come under the Workmen's Compensation (Accident Fund) Act was approved by an Order in Council (378/51) on February 20, and gazetted March 3. Most classes of railway employees are still under the earlier Workmen's Compensation Act under which compensation is recovered by action against the individual employer. The Workmen's Compensation (Accident Fund) Act permits any of these classes to come within its provisions on a majority vote of the members of their organization. Members of the Brotherhood of Locomotive Firemen and Enginemen came under the Act on April 1, 1948 (L.G., 1948, p. 626).

Legal Decisions Affecting Labour

The Supreme Court of Canada held that a covenant restricting the ownership of property to persons of the white or Caucasian race was invalid. ¶In an unusual case, the Ontario High Court held that an employer who had complied with all the requirements of the Factory Act was nevertheless responsible for damages where a workman's death was hastened by working conditions. ¶On appeal, the Quebec Court of King's Bench ruled that the Superior Court lacked jurisdiction to deal with a case involving a union claim for wages and the case was transmitted to Magistrate's Court for trial.

Discriminatory clause in deed to property held invalid by the Supreme Court of Canada.

The Supreme Court of Canada, reversing the decision of the Ontario courts, on November 20, 1950, held that a restrictive covenant in the deed to land at the Beach O'Pines summer resort was not binding. The covenant is in these words:—

> The lands and premises herein described shall never be sold, assigned, transferred, leased, rented, or in any manner whatsoever alienated to and shall never be occupied or used in any manner whatsoever by any person of the Jewish, Hebrew, Semitic, Negro or coloured race or blood, it being the intention and purpose of the Grantor, to restrict the ownership, use, occupation and enjoyment of the said recreational development including the lands and premises herein described, to persons of white or Caucasian race not excluded by this clause.

The issue came before the courts when the solicitor of a prospective purchaser of property at Beach O'Pines required a release from the restrictions imposed in this clause "in view of the fact that the purchaser herein might be considered as being of the Jewish race or blood." The owner initiated proceedings by bringing a motion in the Ontario High Court of Justice for an order that the restrictive covenant did not constitute a valid objection to the title. Owners of other property in the summer resort area defended the action. That Court held the covenant to be valid, and the judgment was affirmed by the Court of Appeal for Ontario. An appeal was then taken by the owner and the prospective purchaser to the Supreme Court of Canada.

In giving their reasons for decision, the Supreme Court judges cited authorities which establish that the language of a restrictive covenant must set forth clearly and distinctly the intent of the parties. The language of this restrictive clause failed to indicate the intention of the parties as to the amount or degree of the prohibited race or blood that might be permitted. A judge called upon to determine this issue would find in the contract no standard or other assistance that would constitute a basis upon which the issue might be determined. It must, therefore, be held "void for uncertainty." One judge dissented from this decision.

Since the appeal was allowed on this ground, the Supreme Court did not deal with the other contention of the appellants, that a discriminatory provision such as this is contrary to public policy. *Noble and Wolf* v. *Alley, et al.* [1951] 1 DLR, 321.

Ontario High Court holds that an employer's duty is not only to maintain safe working conditions but also to warn an employee against any unusual danger.

An employer who, through breach of duty to his employee, aggravates a disease from which the worker is suffering and accelerates his death is liable, even though he has complied with all the safety requirements under the Factory, Shop and Office Building Act. This was the finding of Mr. Justice Ferguson of the Ontario High Court of Justice on September 1, 1950, when he awarded $2,500 damages, and costs, to the widow of a workman whose death was found to have been hastened by his working conditions.

The workman, Harvey Mackie, was employed in 1934 by the defendant, a skate manufacturing company, as an electric spot-welder. His job consisted of welding blades and tubes of skates together by making about eight welds on each skate. The blades and tubes were covered with a slight film of oil which burned and caused a small wisp of smoke as each weld was made. Since the welder handled 400 skates per hour, there were on an average about 3,200 puffs of smoke every hour. The workman complained of the smoke at a very early stage of his employment and the company supplied him with apparatus to help to lessen its effect. He continued,

however, at this employment until 1942, when he was forced to stop working because of the progress of the disease, pulmonary emphysema, which caused his death in 1948. At the time of death he was 46 years old.

The workman claimed compensation under the Workmen's Compensation Act but was refused because pulmonary emphysema is not listed in the schedule of industrial diseases which are compensable under the Act. The Workmen's Compensation Board, however, on application of the plaintiff, the workman's widow, allowed her to sue the company for damages under the Fatal Accidents Act.

Medical evidence established that the type of emphysema from which Mackie suffered was induced by violent and prolonged coughing. The first question was, therefore, whether the coughing was caused by a foreign agent in the defendant's factory or by a disease such as bronchitis or asthma, which was aggravated by fumes and dust. It was stated in evidence that the workman had suffered a severe attack of pneumonia in 1922 which, according to expert medical testimony, is frequently the forerunner of bronchitis and emphysema. The consensus of medical opinion given at the trial was that Mackie's emphysema developed from chronic bronchitis which in turn had resulted from an attack of pneumonia, but that his condition was greatly aggravated by the smoke resulting from his occupation. There was no evidence, however, that similar fumes caused similar coughing in other workmen.

The opinion of the medical practitioners was supported by the evidence of employees associated with the workman who testified that he had violent fits of coughing and showed many symptoms of poor health in the early years of his employment. His Lordship felt that the abundance of complaints regarding the smoke made by Mackie, of which the defendants were well aware, was also very significant in determining whether the disease was present during the early stages of Mackie's employment.

Mr. Justice Ferguson, therefore, found that the disease was not caused by the conditions of employment but that it was aggravated and advanced thereby.

The second point to be determined was whether the defendant was in any way responsible for the aggravation of the workman's disease. Provincial factory inspectors testified that the defendant's plant had complied with all the regulations made under the Factory, Shop and Office Building Act with reference to ventilation. But His Lordship held that this compliance did not make the system of work safe for the workman in question and that having regard to his numerous complaints the defendant knew, or ought to have known, that the system was unsafe for him. His Lordship, therefore, held that the defendant's compliance with the Act and regulations did not relieve the company from its common law duties.

> It is the duty of an employer not only to warn his employee against unusual danger known to him but also to make the place of employment as safe as the exercise of reasonable skill and care will permit, or, conversely, it is the duty of the employer not only to make the place of employment as safe as the exercise of skill and care will permit but to warn the employee of all unusual dangers known to the employer. I think the defendant knew that there was unusual danger for Mackie and its officers failed to take the precaution of warning him of it. Their compliance with the Factory Act Regulations was not sufficient. In consequence of the defendant's breach of duty the conditions under which Mackie worked contributed to the disease from which he suffered. I hold that but for the development of the disease, caused by its being aggravated, his death would not have taken place when it did.

Mr. Justice Ferguson next dealt with the doctrine of *volenti non fit injuria* which had been offered as a defence by the company. To succeed on this ground, His Lordship explained, the defendant must show that the deceased freely and voluntarily, and with full knowledge of the nature and extent of the risk he ran, impliedly agreed to incur it. This was not so in the present case.

> It has been held repeatedly that a workman who has complained of the conditions of his employment cannot be said to have agreed that if injury should befall him the risk is to be his and not his master's. I think, therefore, that death was caused in such a manner as to entitle Mackie to maintain an action and recover damages . . .

"Death was inevitable from the disease which, I find antedated Mackie's employment", continued His Lordship . . . "but I think the evidence establishes the defendant's liability for the death at the date it occurred." He cited *Golder* v. *Caledonian R. Co.* (1902) and *McCarthy* v. *Owners of the Ship Melita* (1923) as his authorities for stating that the fact that death would inevitably have occurred at a later date in consequence of the disease does not relieve the defandant of liability.

In awarding the plaintiff $2,500 and costs, however, His Lordship took into account the fact that the date of death had not

been advanced many years. *Mackie* v. *Canada Skate Manufacturing Co. Ltd.* [1951] 1 DLR, 226.

Union claim for wages due to its members under arbitration award fails—Superior Court held to lack jurisdiction because each single claim was less than $200.

A claim by a union on behalf of its members for wages is not within the jurisdiction of the Superior Court, if each separate claim is less than $200. This decision was reached by the Court of King's Bench, Appeal Side, on October 30, 1950, reversing the previous judgment, in an appeal of a furniture company from the decision of the Superior Court at Arthabaska on March 4, 1950. One judge dissented from the Appeal Court decision.

On January 3, 1949, the furniture company and the union signed an agreement which provided for a wage increase. The agreement contained a clause providing for settlement by arbitration of any dispute during the life of the agreement as to its interpretation. As the employer failed to put the wage increase into effect, the parties resorted to the arbitration clause. On November 15, a council of arbitration by a majority award ruled the employer guilty of breach of agreement for not paying his employees the wage increase agreed upon. In order to enforce the decision, the union took action in the Sueprior Court to require the company to pay the wages due, and requested the Court to grant homologation of the award, that is, to record and confirm it.

The company entered a plea that the Superior Court did not have jurisdiction in this action. The plea stated that although the union's claims for wages owed to its members amounted to $3,903.07, no single claim was over $63.61 and in consequence did not come up to $200, the amount of debt required to give the Superior Court jurisdiction. The case was, therefore, within the exclusive jurisdiction of the district magistrate's court and should be sent back there for trial.

Mr. Justice Girouard of the Superior Court held that the members must be considered to have transferred their claim to the union acting on their behalf, and the total amount of the claims determines which court has jurisdiction.

The Appeal Court, in a decision given by Mr. Justice Galipeault, pointed out that the action rested upon Section 25 of the Professional Syndicates Act (RSQ 1941, c. 162):—

> The groups who may appear before the courts and who are parties to the collective labour agreement may exercise all rights of action arising out of such agreements in favour of each of their members, without having to establish a transfer of claim by the persons interested, provided that the latter has been advised and has not declared that he was opposed thereto. The person interested may intervene at any time in the proceedings taken by the group.
>
> Whenever an action arising out of the collective labour agreement is brought by a person or by a group, the other groups with authority to appear before the courts, whose members are bound by the agreement, may intervene at any time in the proceedings taken, on the grounds of the collective interest which the result of the litigation may have for their members.

From this section, it is clear that the plaintiff union could exercise the rights of its members, and the case cannot be interpreted as a transfer of claim. The wages, when paid, will be returned to the individual members, as is shown in the plaintiff's brief.

It is also true that the individual claims cannot be accumulated to give jurisdiction to the Superior Court. On that point, Section 25 differs from sections in other Acts allowing associations to join claims on behalf of their members. When several claims are made in one action, if the competency of the court is to be determined by the total of the claims, the statute sets it out in plain words, as in Section 53 of the Collective Agreement Act (RSQ, 1941, c. 163):—

> The recourses of several employees against the same employer may be cumulated in a single demand whether emanating from the employees or from the committee, and the total claimed shall determine the competency of the court of original jurisdiction as well as of appeal.

On this point the company's objection was well founded, Mr. Justice Galipeault said.

He next dealt with the plaintiff union's second argument, namely, that the Superior Court had jurisdiction because it is the only court empowered to grant homologation, even if the debt was not sufficient to give jurisdiction on the basis of the amount. He did not accept this as a sound argument. The union took an action in recovery of debt, and the request for homologation was an accessory to the principal demand. The accessory must not take the first place. The court competent to try the principal action is also competent to deal with the accessory. The Code of Civil Procedure, Section 1443, provides that an arbitration award made extrajudicially may be executed only under the authority of the *competent court,* and on a suit brought in the ordinary manner.

Summing up, Mr. Justice Galipeault said that it was necessary to have a competent court determine the amount owed each of the creditors, since the arbitration award did not determine such amounts. The request for homologation seemed to have been attempted only in an effort to entitle the Superior Court to adjudicate on the question. He accordingly granted the appeal, with costs, and transmitted the case for trial by the District Magistrate at Arthabaska.—*Eastern Furniture Ltd.* v. *Syndicat National Catholique des Travailleurs du Meuble de Victoriaville et d'Arthabaska Inc.*, Rapports Judiciaires de Québec. [1950] B.R. Montreal, No. 10, 799.

Labour and Industry in British Columbia

The annual report of the British Columbia Department of Labour for 1949 records another year of progress. Average weekly earnings of male wage-earners were at an all-time high of $49.21. Only nine disputes began during the year and the time-loss from industrial conflict was at the lowest point since 1945. There was a further increase in union membership which at the end of 1949 was approximately 33 per cent of the total working force of the Province. A gradual improvement in working conditions in factories was noted.

The thirty-second annual report of the Department of Labour of British Columbia for the year ending December 31, 1949, "records another year of stability and progress in the march of industrial development which has become increasingly apparent during the past few years."

The report contains statistics on employment, payrolls, average weekly earnings and average weekly hours, computed from returns submitted by 9,020 employers. These figures are shown in tables, together with comparative data for previous years. The report reviews the activities of the Board of Industrial Relations in administering minimum wages, hours of work and holidays legislation, the Labour Relations Board, the Factories Inspection Branch and the Apprenticeship Branch. There is a brief summary of new laws affecting labour passed in 1950.

Payrolls

The estimated total provincial payroll for the year was the highest in provincial history, some $690,000,000, an apparent increase of fifty million dollars over the total recorded for 1948.

As in previous years, statistics are given for 25 industrial classifications. The general trend of industrial payrolls continued upward in 1949, with 20 of the 25 industrial classifications showing increases over the previous year's total. For the construction industry, 1949 was the most successful year on record. Its payrolls advanced by over $6,500,000. The metal trades had the second greatest increase, gaining by $4,000,000, and the total covering the group of miscellaneous trades and industries was up over $3,500,000. Lesser increases were noted in 17 other classifications varying from $1,907,747 in coast shipping to $49,460 in jewellery manufacturing.

Decreases were noted in five of the industrial classifications. The lumber industry where production was hampered by extreme weather conditions during a part of the year showed a decrease in payrolls of $12,300,000 from the peak figure established in 1948. With the completion of work at hand and shortages of new contracts, shipbuilding and boat-building continued to decline showing a decrease of over $4,700,000 from the 1948 figure. The other industries recording decreases were pulp and paper manufacturing (down over $1,800,000), wood-manufacturing (down $98,708) and smelting and concentrating (down $64,195).

Wages

Average weekly earnings increased in 21 out of 25 classifications. The average weekly earnings of male wage-earners in 1949 were at an all-time high of $49.21, an increase of $1.91 over the preceding year. The comparable figure for 1947 was $43.49. For clerical workers, stenographers and sales workers, the average weekly wage was $50.55 for male workers and $31.85 for females, a considerable increase in each case from the previous year.

Employment

Employment totals were somewhat lower than in the record year of 1948. The peak of employment was attained in August, 1949,

with 154,753 wage-earners as against 160,002 in the same month of 1948. When clerical and sales staff are included in addition to wage-earners, the totals are 176,305 in August, 1949, and 182,565 in August, 1948.

Hours of Work

Average weekly hours of work remained at practically the same figure from 1947 to 1949. Average hours worked in 1949 were 42·24. Except for the war years, there has been a gradual decline in weekly hours, according to the report, since the Hours of Work Act came into operation. Since 1946, when legal working hours for employees in industry were reduced from 48 to 44 per week, approximately 80 per cent of wage-earners have worked 44 hours or less per week. In 1949, information submitted to the Department of Labour concerning 161,945 male and female wage-earners indicated that 81·86 per cent worked 44 hours or less per week and 18·14 per cent had a work-week in excess of 44 hours.

New Laws Affecting Labour

Certain amendments were made to the Annual Holidays Act to clarify its application and to change the basis of computing holiday pay. Formerly, a worker was entitled to his regular pay for a week's work, depending on whether he was paid on an hourly, weekly, semi-monthly or monthly basis. Holiday pay is now computed on the basis of two per cent of the total wages earned in the working year. The "working year" was reduced from 250 to 225 days of actual work. The definition of "employee" was changed to make it clear that it includes an employee paid by time, piece or otherwise. Professional workers were excluded from the Act.

The application of the Boiler Inspection Act, now the Boiler and Pressure-vessel Act, was widened to cover hot water boilers as well as steam boilers and pressure vessels.

Board of Industrial Relations

During 1949 the Board of Industrial Relations held 68 meetings. Following public hearings, two minimum wage Orders were revised and five entirely new Orders were put into effect. Forty-one delegations appeared before the Board in connection with problems regarding hours of work, minimum wages, etc. Ten Regulations permitting exceptions under the Hours of Work Act were made during the year. All the minimum wage Orders and hours of work Regulations in effect, including those issued in 1949, are summarized in an appendix to the report.

As in previous reports, a section is devoted to a statistical summary of employment, earnings and hours of work of women workers in 11 industries and occupations covered by minimum wage regulations. Statistics are given for a five-year period, 1945-49 inclusive, and enable a comparison to be made in an industry from year to year as well as between one industry and another. With 236 more firms reporting in 1949 than in 1948, the number of women workers reported on rose to 61,874, the highest number yet recorded in the history of the Department.

For all occupations covered in the survey, average weekly earnings were $27.79, as against $25.98 in 1948. This average is well above the highest minimum wage set by the Board. Average weekly hours were a little higher than the 1948 average, 39·32 as compared with 38·61.

In order to have similar statistics for male employees in various occupations covered by the Male Minimum Wage Act, a segregation of male employees was made from industrial classifications dealt with elsewhere in the report. Ten tables provide a comparative study of employment, hours worked and earnings over a four-year period.

Each year more investigations are made by the Inspectors of the Department, and the amounts collected as wage adjustments under the Minimum Wage Acts and the Annual Holidays Act have steadily increased over the past several years. In 1949, collections made amounted to $132,118.23, an increase of almost $25,000 over the collections made in 1948.

Fifty-six violations of the Acts under the administration of the Board were brought to the Courts. The Acts involved were the Annual Holidays Act, the Minimum Wage Acts, the Hours of Work Act, the Control of Employment of Children Act, and the Semi-monthly Payment of Wages Act.

During the year, 297 special licences for the employment of inexperienced employees at learners' rates and 129 part-time employment permits were granted by the Board.

Control of Employment of Children

Under the Control of Employment of Children Act, 1944, the employment of a child under 15 in an industry or business covered by the Act is forbidden except on written permission of the Minister setting forth the number of hours to be worked per day and the conditions of employment. The number of permits in effect at the

end of December, 1949, was 320. Of these the greatest number, 218, were in the mercantile industry.

Labour Relations Board

Due to the ever-increasing volume of its activities, the Labour Relations Board in 1948 formed two Committees to expedite its work. During 1949, the Board held 52 full Board meetings and 401 Committee meetings, and heard 1,109 delegations. Much of the Board's work was in the mediation of disputes and through its efforts settlements were arrived at in many industries. Only nine disputes began in 1949; two others commenced in 1948 and were continued in 1949. The time-loss in industry resulting from labour disputes, 31,692 man-days, was at the lowest point since 1945. When expressed as a percentage of the estimated total working time of wage and salary earners, the 0·034 figure for the year under review was the lowest since 1941.

Throughout the year a Weekly Summary of Activities was mailed to employer and labour organizations. This Summary sets out the appointment and reports of Conciliation Officers, the appointment and reports of Conciliation Boards, and certifications of bargaining authorities.

As required by the Industrial Conciliation and Arbitration Act, the report of the Labour Relations Board contains a statement of its proceedings during the year, a summary of the certifications of bargaining authorities granted by the Board, a summary of Conciliation Boards appointed, a summary of strikes and lockouts, and a summary of prosecutions under the Act.

In 1949, 757 applications for certification of bargaining agents were made, 594 were granted, 95 rejected and 68 withdrawn. One hundred and nineteen strike votes were supervised, 80 representation votes conducted, 246 Conciliation Officers named (resulting in the settlement of 108 disputes) and 97 Conciliation Boards appointed. In seven instances, permission to prosecute was granted, and 12 grievance procedures were provided.

In the 97 disputes in which a Conciliation Board was appointed (these are summarized in Table III), wages were a predominant cause of the dispute in 80 cases; statutory holidays in 22; union security in 21; annual holidays in 20; all terms of the agreement in 16; hours of work in 15; grievance procedure in 4; medical and hospital insurance plans in 4; and some other matters in 3 other cases.

Employers' and Employees' (Labour) Organizations

From information filed by associations of employees, as required by the Department of Labour Act, it was ascertained that union members in 761 organizations at December 31, 1949, numbered 146,259, which represents 32·94 per cent of the Province's estimated total labour force. There has been a steady and consistent growth in union membership over the past decade. From 1939 when there were 44,867 members to 1949 when membership stood at 146,259, the increase was 225 per cent.

The report notes that there were 48 employers' organizations in 1949. The number recorded from 1945 to 1948 was 37.

Factory Inspection

The Chief Inspector of Factories in his report to the Deputy Minister of Labour stated that there had been during the year a gradual but quite noticeable improvement in working conditions in industrial plants, both in health and safety. Partly because the Factories Inspection Branch has been gradually raising the standard in effect in the Province and partly because co-operation from owners has been generally excellent, accepted modern conditions of safe operation are being obtained. During the year, 2,370 inspections and reinspections of factories were made. More and more, it is stated, manufacturers are turning to the Factories Branch for advice in making new installations or additions to their premises.

During the year particular attention was paid by Inspectors to the problem of securing an abundant supply of good air in plants by use of a complete air-conditioning system, and much work was done to secure improved lunch-room arrangements in factories. Inspectors assisted firms by explaining the use of temperature scales as an indication of atmospheric conditions.

Generally speaking, the report notes that the matter of sanitary facilities is well taken care of by employers. Management is also becoming more conscious of the need for adequate lighting.

With respect to the problem of guarding workers against harmful fumes, vapours and gases, the Chief Inspector stated: "With but a few exceptions, no great mechanical problem would be involved in their effective removal at the point of origin, if the employer would realize that the protection of the worker should begin on the drafting board and in the design of suitable ventilation equipment."

The volume of industrial homework in the Province continues to decline. During 1949, seven permits were issued to employers and 17 to homeworkers.

One prosecution was undertaken. The proprietor of a cleaning establishment was fined $150 and costs for employing persons before 7 a.m. without the permission of the Inspector.

Elevators

The inspection of passenger and freight elevators, which is an important part of the work of the Factories Inspection Branch, is becoming more exacting each succeeding year. It includes not merely a routine check of cables and safety devices but a thorough mechanical check of all equipment.

A movement to modernize both passenger and freight elevators was welcomed by the Factories Inspection Branch because, it was pointed out, "the older the equipment, the more rigid must be the inspection, and the older the elevator, the more difficult it is to maintain in a safe operating condition."

In passenger elevators, the old type of winding-drum elevator is being replaced with overhead traction equipment, and with respect to freight elevators the change from hand-cable control to push-button operation, which is rapidly taking place, has eliminated many hazards. The passing of an Order in Council requiring all freight elevators installed after June 1, 1949, to be equipped with a contacted car door or gate was an important step in increasing safety on freight elevators. During the year 1,702 elevators were inspected and, in the interests of safety, 10 elevators were suspended from use until they conformed to the regulations. Thirty-eight new elevators were installed. During the year elevator operators' examinations were held and 451 temporary and 392 permanent licences issued. One thousand one hundred and eighty-seven licences were renewed.

Apprenticeship

The year 1949 showed a decrease in the number of apprentices serving under contract (1,482) but a great advance in the standard of training facilities in general use.

In order to improve the number and quality of skilled journeymen, the Apprenticeship Branch is endeavouring to improve training on the job and in addition has established technical trade classes with up-to-date training facilities. Extension classes for tradesmen were also instituted by Trade Advisory Committees during the year.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under The Unemployment Insurance Act

The following case is considered to be of sufficient general interest to warrant the publication of the decision in full.

Held that the claimants lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed, and that by virtue of their own action or that of their unions' leaders they became participants or belonged to a grade or class which was participating in the said labour dispute.

DECISION

Summary of the Facts:

The claimants interested in the present appeals were employed either as carpenters or as labourers on building projects in the City of Victoria, B.C. The carpenters were members of Local 1598 of the United Brotherhood of Carpenters and Joiners of America and the labourers were members of Local 1093 of the International Hod Carriers' and Common Labourers' Union. Both locals belonged to the Victoria Building Trades Council, an employees' organization.

The claimants' employers were members of the Victoria Building Industry Exchange, an employers' organization.

On March 30, 1950, a stoppage of work took place at the premises of Evans, Coleman and Johnson Bros. Ltd., which is reputed to be the largest distributor of construction materials on Vancouver Island and which supplied certain materials to the claimants' employers. The stoppage of work was due to a labour dispute between the company and its transport workers who were members of the Vancouver Island Drivers Division 234 of the Canadian

Brotherhood of Railway Employees and Other Transport Workers. Shortly thereafter members from the said division 234 acting as observers appeared at some of the projects where the claimants were employed and where material normally supplied by the Evans Company was used and picket lines were set up. Subsequently a stoppage of work took place, first at the projects where observers were posted or which were picketed and then at all the other projects, thereby bringing about the claimants' unemployment.

The claimants filed an application for benefit but were disqualified from the receipt thereof by the Insurance Officer under Section 39 (1) of the Act, because, in his opinion, they had lost their employment by reason of a stoppage of work due to a labour dispute.

Section 39 of the Act reads as follows:—

39 (1) "An insured person shall be disqualified from receiving benefit if he has lost his employment by reason of a stoppage of work due to a labour dispute at the factory, workshop or other premises at which he was employed unless he has, during the stoppage of work, become *bona fide* employed elsewhere in the occupation which he usually follows, or has become regularly engaged in some other occupation; but this disqualification shall last only so long as the stoppage of work continues.

(2) An insured person shall not be disqualified under this section if he proves

(*a*) that he is not participating in, or financing or directly interested in the labour dispute which caused the stoppage of work; and

(*b*) that he does not belong to a grade or class of workers of which immediately before the commencement of the stoppage there were members employed at the premises at which the stoppage is taking place any of whom are participating in, financing or directly interested in the dispute.

(3) Where separate branches of work which are commonly carried on as separate business in separate premises are carried on in separate departments on the same premises, each department shall, for the purpose of this section, be deemed to be a separate factory or workshop."

From the decision of the Insurance Officer, the claimants appealed to a Court of Referees which sat in Victoria, B.C., on May 15 and 16, 1950. The Court, after having heard considerable oral evidence from claimants, employers and officials of the unions, allowed the appeals in the cases of Peters, Tibando, Edwards and Poitras *et al*, but disallowed the appeals in the cases of McPherson and Hill *et al*.

The following are excerpts from the Court's decisions concerning the appeals which were allowed:—

Re: J. J. Peters and M. J. Poitras et al

"After hearing evidence presented by employer's representatives and employee's representatives, much of which evidence was not available to the Insurance Officers of the UIC at the time of their submissions, this Court is of the opinion that unemployment was not directly connected with the strike of Evans, Coleman and Johnson Bros. Ltd., but that the lay-off was brought about by the employer's desire to retain an equitable employee relationship throughout the many jobs that they were conducting, some of which might have had to close due to a shortage of materials. This, as explained to us, might have resulted in senior employees having to be laid off or transferred to other work on which they had not been previously employed, and which would have rendered their operation uneconomical and chaotic."

Re: H. M. Edwards and M. Tibando et al

"From evidence presented by employees representatives and representatives from the Northern Construction Company, it is clear that a shortage of material did occur in consequence of which it was necessary to lay off the majority of the employees. We have definite assurance from the employer that approximately 10 per cent of his crew continued to be employed and were given employment by them on this job during the shut down. He further assured us that there was no dispute between the Company and their employees, and that had space been available for the erection of machinery or had a competitive firm been able to deliver ready mixed concrete, they would have availed themselves of this supply and continued their operation. From evidence given, it is proven that no work stoppage occurred due to a labour dispute on these premises, and that the shut down was entirely due to the shortage of material being supplied by Evans, Coleman and Johnson Bros. Ltd., which supply was cut off due to the strike of the C.B. & R.E. & O.T.W., at their Victoria, B.C., plant. Evidence establishes that the employees of the Northern Construction Company were in

no way a party to this strike, nor could they, in any way, benefit by its final outcome."

In the cases of McPhesron and Hill *et al* the Court felt that "a labour dispute actually existed and a stoppage of work did occur" because on the project where McPherson was employed the employees had either walked out or refused to cross picket lines while on the project where Hill worked the employer had found it necessary to confer with union officials as to whether or not the employees belonging to their unions would handle "hot material".

From the decisions of the Court in the two last mentioned cases the carpenters' and the labourers' unions appealed to the Umpire. From the decisions of the Court concerning Peters, Tibando, Edwards and Poitras *et al* the Insurance Officer also lodged an appeal.

An oral hearing before the Umpire was requested by the interested unions and it was held in Montreal, P.Q., on September 18, 1950. Those who attended were Messrs. A. P. Rayment and V. Midgley representatives of the labourers' and the carpenters' unions respectively and Mr. H. S. Relph, Chief Claims Officer of the Unemployment Insurance Commission.

Conclusions:

I have carefully considered the statements of observations and representations made by Messrs. Rayment, Midgley and Relph.

Briefly it is contended by the unions' representatives that the various stoppages of work which took place in the Victoria construction industry in the early part of April, 1950, and with which we are concerned, were merely due to a shortage of materials whereas it is argued by the Insurance Officer that the stoppages were the result of a labour dispute which developed between the Victoria Building Industry Exchange and the Building Trades Council, as a consequence of the labour dispute between Evans, Coleman and Johnson Bros. Ltd., and its transport workers who were members of Division 234 of the C.B. of R.E. and O.T.W.

According to the evidence, on March 31, 1950, the day after the stoppage of work commenced at Evans, Coleman and Johnson Bros. Ltd., the Building Trades Council held a special meeting at which representatives of the two unions interested in these appeals were present. The purpose of the meeting was apparently to consider what action was to be taken by the member unions with respect to the situation which prevailed at the said company. A resolution was put forward by Mr. Chivers, who is president of the Building Trades Council and a member of the carpenters' union, enjoining the unions to respect picket lines established by Division 234 on any construction job in the Victoria area. The question of handling "hot material", i.e., material obtained from a source other than the Evans Company, was also discussed. It is not too clear whether the resolution was officially adopted. However it is apparent, notwithstanding Mr. Midgley's contention that the carpenters' union took the stand that those matters should be left to the discretion of the individual members of the carpenters' local, that the general feeling was that picket lines should be respected and that "hot material" should not be handled.

In any event, on April 4 and 5, 1950, some carpenters and labourers walked off the projects where observers were posted or where picket lines were established while others refused to cross picket lines or to handle "hot material".

The evidence further indicates that Mr. Simms, business agent of Local 1598 of the carpenters' union, informed the employer on at least two projects that the members of his local would respect the picket lines and would not handle "hot material"; it also indicates that Mr. Rayment of the labourers' union while in communication with an official of the cement workers' union at Bamberton, B.C., advised him not to release any cement from that place for delivery to the Victoria projects. (A few days later, however, Mr. Rayment gave his approval to its release.)

As a consequence of those events a meeting was held by the members of the Exchange at which it was decided that the employers would stop the work on a number of the projects in so far as the labourers and carpenters were concerned, which in fact is what happened on April 6, 1950.

Following those shut downs articles and notices were published by the Exchange in the Victoria newspapers and pamphlets were issued by the Council wherein both parties expressed mutual disagreement with the stand taken by each other, as a consequence of the dispute between Evans, Coleman and Johnson Bros. Ltd. and its transport workers.

Apart from the notice which appeared on April 21, 1950, in the *Victoria Colonist* under the heading "The following members of the Victoria Building Industry Exchange regret the necessity of closing down all work until further notice" and wherein all the claimants' employers were listed, the following notice, which was published by the Exchange in the same newspaper on

April 26, 1950, under the heading "Construction workers whose interests are you serving?", cannot be overlooked:—

"As the shut down of all construction is now in its third week, it is time that you assess the situation for what it is.

"First, you have been advised that the Evans, Coleman strikers are entitled to picket your job. They are not. The courts have already decided that such picketing is illegal, as in the case of the Producers Sand & Gravel Company. The Evans, Coleman strikers are only entitled to picket their own plant where there is a dispute.

"Second, you have been advised that you should respect these illegal picket lines. This means that you must be prepared to put yourself out of a job to support a strike at Evans, Coleman. Otherwise you are a strike-breaker. This is what the agitators want you to believe.

"The Victoria Building Industries Exchange firmly believe that there are radical political elements in our Building Trade Unions who will go to any length to prove that our present economic system is bad, that any kind of private enterprise is bad, particularly a large company like Evans, Coleman and Johnson Bros. Ltd. They are using you to fight this malicious campaign. If it costs you and the contractors, and this community one-half a million dollars in losses, they will be well pleased.

"It was not their intention to shut down all jobs—only the larger and more important ones. They expected that the contractors who were picketed and shut down would put extra pressure on Evans, Coleman to meet the strikers' demands. As you know, it did not turn out that way. The contractors will not be used to put pressure on either party in the Evans, Coleman dispute, nor will they submit to illegal picketing and illegal work stoppages.

"The contractors cannot correct this situation except through you, as a member of your Trade Union. We are not asking you to be a strike-breaker. We are not asking you to do anything contrary to the legitimate principles of the Trade Union movement. We are asking you to wake up and realize what is going on, and ask yourself who is profiting from the present situation!"

Another article which appears on file—this one issued by the Building Trades Council and distributed as a pamphlet to the members of the unions—is also worth noting:—

"Now It Can Be Told

This was refused as a paid advertisement by both the *Victoria Times* and *Colonist*

The Building Trades Council Replies to The Building Industries Exchange

In published statements on April 14 and April 18, the Victoria Building Industries Exchange says its members are anxious to return to work immediately and could do so, if it were not for building trades' interference with contractors using supplies obtained from sources *other* than the struck firm. In reply, we would state that we do not wish to assist an employer who has a monopoly on certain building materials.

"The fact that several local building supply dealers have attempted to secure agencies for lines, especially cement, now exclusively handled in Victoria by Evans, Coleman and Johnson Ltd., is further evidence that such a monopoly exists.

"At present, these 'secondary' dealers normally buy their supplies from Evans, Coleman and Johnson, rather than directly from the producer.

"One of them again recently attempted to secure a direct, permanent agency from the B.C. Cement Company and was again refused.

"Was this company refused because it was prepared to pay the rates asked by the striking union at Evans, Coleman and Johnson Vancouver Island Drivers, Division No. 234, Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL)?

"We would further emphasize that the Building Trades Council has not at any time 'ordered' men to stay off the job.

"We have no authority to do so.

"But we did recommend in all sincerity observance of what has been recognized as trade union practice for more than 50 years—to respect picket lines. The Exchange took it upon itself to order its members to shut down jobs, despite the fact that there was plenty of material on many *of these jobs*.

"Why? Was it to force building trades workers to assist the Evans, Coleman combine maintain its monopoly?

"Certain contractors did resume operations on Monday, April 17, but were again ordered by the Exchange to cease operations despite the fact that there was no shortage of material.

"These jobs, in consequence, were closed down at midday, Wednesday, April 19.

"The contractors say they can obtain materials such as cement and gyproc from sources other than the struck company.

"What sources are there in B.C., let alone Victoria, other than the Evans, Coleman combine?"

On the above evidence, I find it impossible to agree with the unions' representatives that the stoppages of work which took place in the Victoria Construction Industry in the early part of April, 1950, were merely due to a shortage of materials as it is quite apparent that there were on hand, at least on a number of projects, at the time of the commencement of those stoppages, sufficient materials to permit the work to continue and that furthermore if such materials were not actually available it was not because of circumstances entirely beyond the control of the employers and the employees. On the contrary, it seems clear to me that those stoppages, as contended by the Insurance Officer, were attributable to a labour dispute between the Exchange and the Council and in particular between the Exchange and the carpenters' and labourers' unions, which dispute stemmed from the refusal or threats to refuse on the part of some of the members of those unions to handle hot material or to cross picket lines and culminated in the concerted action of the employers in closing down the work on the projects.

This finding seems to be borne out by the transcript of the evidence taken before the Court of Referees which discloses that officials of the unions admitted before the Court that there was on a number of the projects, at the time of the commencement of the general stoppage of work, materials available and that the action of the employers following the meeting of the Exchange was in fact a lockout.

It is true that statements were made by a few of the employers that they had no dispute with their carpenters or labourers and that the close downs were not lockouts but merely resulted from a shortage of materials. It is to be noted however that it does not appear that any of the employers concerned repudiated the actions taken on their behalf by the Exchange nor did they question the inclusion of the name of their company in press releases made by the Exchange announcing the shut downs. In applying the law I must be governed by the actual facts and not simply by what the parties term the incidents.

Much has been said by the Insurance Officer and the unions' representatives as to the legal status of the Exchange and its authority to act for the employers, as to whether or not the Council represented the views of its membership and whether or not the union officials, who actively engaged themselves in the dispute, had the power to speak or act on behalf of their union members.

It is to be observed however that the Exchange on behalf of the employers entered into bargaining agreements with the carpenters' and labourers' unions in 1949, and again acted on their behalf throughout the general stoppage of work in the spring of 1950; that similarly the Council acted on behalf of those unions during the said stoppage and that the actions of the officials of these unions were not disavowed by their fellow members.

The argument that some carpenters and labourers did in fact remain at their employment throughout the dispute does not preclude a finding that the shut downs were in fact lockouts. A stoppage of work be it a lockout or a strike, need not be a general cessation of operations at the factory or premises and the number of employees involved is not the test; it is sufficient if there is an appreciable interruption in the work which is normally carried on thereat. In the present case the employers preferred to discontinue a substantial part of their operations rather than have the projects on which they were carrying on work picketed or face a walkout of their employees and there can be no doubt that this constituted a stoppage of work within the meaning of Section 39 of the Act herein before quoted.

In his submission to me, Mr. Rayment stated as follows:—

> "I submit also that apart from the generally accepted fact that to cross properly constituted picket lines is contrary to all trade union principles, there is, in addition to the ordinary occupational risks, a further element of danger not contemplated when wage rates are set. The Act takes cognizance of this. If a man receiving unemployment benefits were sent to a job by an employment officer and found it picketed and did not take the job, he would not be cut off benefits."

In many decisions my predecessor and I have stressed the fact that for a claimant to refuse to cross a picket line where there is no display of violence, is evidence of his participation in the labour dispute. I quite understand, however, the unions' feeling in respect to the matter of crossing picket lines, but a sympathetic manifestation of

that kind must be taken into consideration when determining the merit of a case under Section 39 of the Act.

I agree therefore with the Insurance Officer that the Court of Referees erred "when they considered each construction job as a single entity and not as part of the general construction picture in the City of Victoria as controlled by individual members or companies which made up the Victoria Building Industry Exchange."

My decision is that the claimants lost their employment by reason of a stoppage of work due to a labour dispute at the premises at which they were employed and that by virtue of their own action or that of their unions' leaders they became participants or belonged to a grade or class which was participating in the said labour dispute.

The appeals of the carpenters' and labourers' unions in the cases of McPherson and Hill *et al,* are dismissed and the appeals of the Insurance Officer in the cases of Peters, Tibando, Edwards and Poitras *et al,* are allowed.

ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 8th day of January, 1951.

Unemployment Insurance Statistics, January, 1951*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of January, 1951, a total of 172,269 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission. This represents a 28 per cent increase over the 134,218 claims filed in December. All provinces contributed to this increase, the largest relative increases being recorded in Newfoundland, Nova Scotia, Alberta, New Brunswick, Prince Edward Island and British Columbia. In comparison with January of last year, when initial and renewal claims filed numbered 182,053, this month's total represents a decline of 5 per cent, appreciable decreases having occurred in the provinces of Ontario (17 per cent) and British Columbia (20 per cent), while all other provinces experienced a slight increase.

Ordinary claimants on the live register on January 31 numbered 220,539 (177,752 male and 42,787 female), compared with 183,268 (144,564 male and 38,704 female) in December, 1950, and 297,238 (244,333 male and 52,905 female) for January one year ago.

Total claimants signing the live register as at the end of January numbered 255,753, of whom 27,103 were claimants for supplementary benefit. Of this total, 77 per cent, or 197,926, had been on the register seven days or more.

Adjudicating centres disposed of 183,219 initial and renewal claims during January, of which 130,129 were considered entitled to benefit and 53,090 not entitled to benefit. Of those considered not entitled to benefit, 41,410 were disallowed and 16,978 disqualifications were imposed (including 3,925 on revised claims). Chief reasons for disqualification were: "voluntarily left employment without just cause," 5,544 cases; "not unemployed," 5,104 cases and "not capable of or not available for work," 1,186 cases.

Persons in receipt of initial payments of benefit during the current month totalled 104,667, an increase of 50 per cent over the 69,870 in December.

Benefit payments for the month of January amounted to $9,367,276 for 3,788,241 compensated days of unemployment. In December, $5,308,818 were paid for 2,192,851 proven unemployed days, while in January last year a total of $11,781,142 were paid in respect of 4,925,381 unemployed days.

During the week January 27-February 2, 149,816 benefit payments were made, amounting to $2,195,606 for 885,092 days. In the week of December 30-January 5, 101,918 benefit payments amounting to $1,431,588 for 583,743 days were recorded.

During the week January 27-February 2, benefit payments averaged 5·9 days, while in the week December 30-January 5, this average was 5·7 days. Beneficiaries received during these weeks payments averaging $14.66 and $14.05 respectively.

Supplementary Benefit

Out of a total of 41,410 regular claims disallowed during January, 41,278 were considered for supplementary benefit. In addition, 364 renewal claims were filed. Those entitled to benefit numbered 27,236, while 13,331 were either disallowed or disqualified. The amount of benefit paid was $462,161.

* *See* Tables E-1 to E-8.

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Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during January, 1951, insurance books were issued to 4,106,243 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 82,087 since December 29, 1950.

As at the end of January, there were 242,873 employers registered, representing an increase of 1,304 since the end of December.

WAGES, HOURS AND WORKING CONDITIONS IN WHOLESALE AND RETAIL TRADE, OCTOBER 1949*

In both Wholesale and Retail Trade more than 80 per cent of the employees were normally working from 40 to 48 hours a week in 1949. Almost one-third of the workers in Wholesale Trade, but a much smaller proportion in Retail Trade, were reported on a five-day week. The annual vacations with pay policy and the numbers of statutory holidays observed and paid for differed between the two major divisions of Trade, as shown in the following article.

The value of domestic trade continued its upward trend in 1949. The monthly average index of wholesale sales increased almost 3 per cent over the previous year and the monthly average value of retail sales increased somewhat less than 6 per cent. The monthly average of weekly wages and salaries reported by the leading trading establishments increased to $36.97 in 1949, 7½ per cent over 1948.

The average weekly wage rates for the selected occupations in Table I reveal wide variations in the average rates among both the occupations and the cities shown. Comparing similar occupations, the average wages in Wholesale Trade are generally higher than in Retail Trade, and the averages for men are higher than for women workers.

In both divisions of Trade an almost equal proportion of the employees, about 83 per cent, were normally working from 40 to 48 hours a week in 1949. However, a much higher proportion of workers in Wholesale Trade were on a 5-day week than in Retail Trade. One-third of the workers in Wholesale Trade were in establishments which gave an initial vacation of two weeks with pay, compared with 14 per cent in Retail Trade. On the other hand, more than one-half of the workers in Retail Trade were employed in establishments which gave a maximum vacation of three or four weeks after longer periods of employment, compared with one-quarter of the workers in Wholesale Trade.

Ninety-three per cent of the employees in Wholesale Trade and 89 per cent in Retail Trade were employed by firms which reported observing seven or more statutory holidays in 1949. Most of the workers in both divisions of the industry were paid for some or all of the statutory holidays when these days were not worked.

Wholesale Trade

One-third of the 25,300 employees included in this analysis of the leading Wholesale Trade firms were employed in Ontario. An almost equal proportion, 22 per cent, were located in British Columbia and the Prairie Provinces, 17 per cent in Quebec and 5 per cent in the Maritime Provinces. Fourteen per cent of these workers were women, the largest number of whom were reported in British Columbia.

Wage Rates.—In most of the eight cities for which information is given in Table I, General Office Clerks were paid the highest average weekly wage rates during the pay period ending October 1, 1949, and Ware-

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1949 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for workers on commission) and certain conditions of work in their establishments during the last pay period preceding October 1, 1949.

housemen were paid the lowest. The differences in average weekly rates between cities ranged from $5.35 for Warehousemen to $11.78 for Truck Drivers; and the differences between occupations within cities ranged from $4.29 in Edmonton to $9.77 in Vancouver. The highest average weekly wage rate, $46.42, was paid to Truck Drivers in Vancouver and the lowest, $32.30, was paid to Warehousemen in Winnipeg.

Amongst the six female occupations, Bookkeepers were paid the highest average weekly wage rate. The variation between cities in the average rates paid to workers in the same occupation ranged from $3.22 a week for Typists to $9.19 a week for Bookkeepers. The variation between the highest and lowest paid occupation within the same city varied from $1.52 in Saint John to $7.08 in Edmonton. The lowest average weekly wage rate in the female occupations was $24.70 for Telephone Switchboard Operators in Saint John, and the highest was $35.33 for Bookkeepers in Montreal.

A comparison of the average weekly rates paid to General Office Clerks, Male, and General Office Clerks, Female, shows that the men average from $8.62 to $14.42 higher than the women.

The Normal Work Week.—Eighty-three per cent of the employees in Wholesale Trade were normally working from 40 to 48 hours at the time of the 1949 survey (Table II). About 22 per cent of the workers were on a 40-hour week, 23 per cent were on a 44-hour week and 12 per cent on a 48-hour week. Thirteen per cent of the workers were normally working more than 48 hours a week, about half of whom were working 54 hours.

There was also much variation in the distribution of hours between regions. This can be readily seen in the following table, which shows the proportion of employees in each region working 44 hours or less a week and the proportion working more than 44 hours.

	Normal Weekly Hours	
	44 Hours or less	More than 44 hours
Maritime Provinces.	64%	36%
Quebec	42%	58%
Ontario	63%	37%
Prairie Provinces....	89%	11%
British Columbia....	52%	48%

Almost one-third of the workers were reported to be working five days a week in 1949, most of whom were working 40 hours. Ontario had the largest proportion

TABLE I.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN WHOLESALE AND RETAIL TRADE IN EIGHT CANADIAN CITIES, OCTOBER 1949

Occupation by Industry	Halifax, N.S.	Saint John, N.B.	Montreal, P.Q.	Toronto, Ont.	Winnipeg, Man.	Regina, Sask.	Edmonton, Alta.	Vancouver, B.C.
	$	$	$	$	$	$	$	$
Wholesale Trade								
MALE OCCUPATIONS:								
General Office Clerks	40.99	37.73	40.47	41.56	39.22	42.72	35.46	42.08
Shippers and Receivers	34.98	32.48	36.20	38.94	35.90	34.60	37.11	38.96
Truck Drivers	34.65	34.64	38.45	40.59	36.19	39.28	37.50	46.42
Warehousemen	34.54	36.12	34.38	36.12	32.30	37.65	33.31	36.65
FEMALE OCCUPATIONS:								
Bookkeepers	32.26	26.14	35.33	34.54	33.51	30.81	33.19	34.28
General Office Clerks	30.81	25.34	30.38	30.77	25.55	28.30	27.84	27.97
Office Appliance Operators	29.06	25.90	33.13	32.39	29.47	33.67	29.73	31.76
Stenographers	30.49	25.76	33.96	33.53	29.58	31.23	29.38	31.86
Telephone Switchboard Operators	27.36	24.70	30.52	32.13	27.08	29.17	28.15	31.25
Typists	27.78	26.22	28.21	29.33	26.20	27.56	26.11	29.01
Retail Trade								
MALE OCCUPATIONS:								
General Office Clerks	37.56	25.45	35.04	38.85	39.05	31.84	45.44	40.45
Sales Clerks—on Time Work	30.85	31.75	35.45	40.83	39.91	35.71	38.24	41.86
Sales Clerks—on Commission	42.18	34.91	48.78	49.94	.....	50.27	69.37	56.40
Shippers and Receivers	30.35	.....	37.36	38.35	41.90	36.53	40.70	39.14
Stockkeepers	27.76	21.11	31.12	34.78	37.89	34.52	34.11	36.19
Truck Drivers	32.69	26.67	37.17	42.56	41.49	36.18	41.28	46.65
FEMALE OCCUPATIONS:								
Bookkeepers	26.02	24.40	32.14	33.21	29.97	32.54	31.90	32.44
Cashiers	22.89	26.71	27.24	29.44	25.14	26.07	26.39	27.58
General Office Clerks	20.90	17.96	25.42	26.67	26.82	24.53	26.90	27.28
Office Appliance Operators	25.63	.....	29.29	32.07	29.86	26.73	27.38	31.64
Sales Clerks—on Time Work	19.89	19.35	25.97	26.14	25.73	23.75	24.98	26.38
Sales Clerks—on Commission	31.65	.....	30.44	29.60	27.95	25.18	31.78	36.34
Stenographers	25.74	23.02	33.60	32.30	31.02	26.98	30.15	30.73
Telephone Switchboard Operators	22.06	.....	25.95	27.82	25.07	.....	26.76	27.88
Typists	21.52	.....	25.96	26.54	24.92	24.80	25.33	26.58

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TABLE II.—THE NORMAL WORK WEEK IN WHOLESALE TRADE, OCTOBER 1949

Number of Employees

Normal Weekly Hours	All Wholesale Trades	By Trade		By Region				
		Food	Other Merchandise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Employees on a 5-day Week								
Under 40	699	57	642	92	132	328	121	26
40	5,189	15	5,174	185	438	2,445	719	1,402
Over 40	2,051	22	2,029	22	555	963	140	371
Total	7,939	94	7,845	299	1,125	3,736	980	1,799
All Employees								
Under 40	1,114	67	1,047	147	250	500	182	35
40	5,446	15	5,431	188	655	2,472	727	1,404
Over 40 and under 44	3,458	151	3,307	270	526	1,050	1,372	240
44	5,806	1,175	4,631	187	431	1,298	2,674	1,216
Over 44 and under 48	3,027	673	2,354	203	1,099	1,323	390	12
48	3,110	1,266	1,844	83	581	1,735	166	545
Over 48 and under 54	1,193	664	529	105	406	73	48	561
54	1,711	1,576	135	.....	152	8	.....	1,551
Over 54	348	108	240	63	285	.....	.....	.....
Total	**25,213**	**5,695**	**19,518**	**1,246**	**4,385**	**8,459**	**5,559**	**5,564**

NOTE: Information on the normal work week was not reported for 92 employees.

TABLE III.—ANNUAL VACATIONS WITH PAY IN WHOLESALE TRADE, OCTOBER 1949

Number of Employees

Lenth of Vacation and Service Requirements	All Wholesale Trades	By Trade		By Region				
		Food	Other Merchandise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION								
One Week or Equivalent	*16,740*	*3,955*	*12,785*	*582*	*3,326*	*5,658*	*2,616*	*4,558*
One week after:								
No specified service	754	201	553	19	153	244	275	63
6 months	4,370	110	4,260	213	1,097	1,688	1,054	318
1 year	10,602	3,157	7,445	300	1,937	3,516	1,157	3,692
Other periods less than 1 year	291	104	187	19	51	102	80	39
Equivalent of one week	723	383	340	31	88	108	50	446
Two Weeks after	*8,397*	*1,726*	*6,671*	*623*	*1,056*	*2,802*	*2,909*	*1,007*
No specified service	99	50	49	2	2	27	51	17
Less than 1 year	498	9	489	127	155	119	26	71
1 year	7,800	1,667	6,133	494	899	2,656	2,832	919
Total	25,137	5,681	19,456	1,205	4,382	8,460	5,525	5,565
MAXIMUM VACATION								
Two Weeks or Equivalent	*8,564*	*1,208*	*7,356*	*294*	*1,663*	*3,326*	*1,553*	*1,728*
Two weeks after:								
Less than 1 year	93	.....	93	19	22	.....	52	.....
1 year	2,822	203	2,619	175	698	1,072	643	234
2 years	2,063	187	1,876	35	288	803	780	157
3 years	1,483	348	1,135	.....	144	431	10	898
5 years	1,794	442	1,352	65	347	875	68	439
Other	238	28	210	.....	151	87	.....	.....
Equivalent of two weeks	71	.....	71	.....	13	58	.....	.....
Three Weeks after	*6,113*	*160*	*5,953*	*327*	*1,502*	*2,255*	*1,349*	*680*
10 years	468	.....	468	.....	370	72	14	12
15 years	2,474	75	2,399	151	516	1,083	402	322
20 years	1,310	85	1,225	94	281	390	448	97
25 years	1,509	.....	1,509	58	324	540	422	165
Other	352	.....	352	24	11	170	63	84
Four Weeks after 25 years	*329*	.....	*329*	.....	*14*	*237*	*2*	*76*
No Increase for Longer Service	*10,131*	*4,313*	*5,818*	*584*	*1,203*	*2,642*	*2,621*	*3,081*
One week or equivalent	4,190	2,618	1,572	127	698	949	123	2,293
Two weeks or equivalent	5,941	1,695	4,246	457	505	1,693	2,498	788
Total	**25,137**	**5,681**	**19,456**	**1,205**	**4,382**	**8,460**	**5,525**	**5,565**

NOTE: Information on vacations with pay was not reported for 168 employees.

of workers, just under 45 per cent, on a 5-day week, and British Columbia had the next largest proportion, 32 per cent. Twenty-eight per cent of the workers in the Prairie Provinces, 26 per cent in Quebec and 24 per cent in the Maritime Provinces were on a 5-day week.

Vacations with Pay.—Two-thirds of the workers in Wholesale Trade were employed by firms which reported giving an initial vacation of one week with pay, and one-third by those which reported giving two weeks with pay, generally after a year of employment (Table III). More than one-half of the workers in the Maritime Provinces but less than one-fifth of those in British Columbia were in establishments which gave this initial vacation of two weeks with pay.

Wholesale establishments employing 60 per cent of the workers reported increasing the period of vacation with pay as the worker's term of employment lengthened. About one-third of the workers were in establishments which increased the vacation period from one to two weeks with pay, and one-quarter were in those which increased the vacation from one or two weeks after a year of employment to three weeks, generally after 15 to 25 years. In total, 17 per cent of the employees were in establishments having a maximum vacation of one week, 58 per cent in those having a maximum of two weeks, 24 per cent a maximum of three weeks and just over one per cent, four weeks.

Statutory Holidays.—More than 80 per cent of the workers were employed by Wholesale firms which observed from 7 to 10 statutory holidays in 1949 (Table IV). The largest group of workers, 29 per cent, observed 8 statutory holidays and the next largest group, 26 per cent, observed 9 days. Eleven per cent of the workers were in establishments which observed more than 10 statutory holidays.

In the Maritime Provinces and Quebec there was a wide variation in the number of statutory holidays observed. In Ontario, 90 per cent of the workers observed 7, 8 or 9 statutory holidays, in the Prairie Provinces 64 per cent observed 8 or 9 days and in British Columbia 48 per cent observed 7 or 9 days.

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN WHOLESALE TRADE, OCTOBER 1949

Number of Employees

Number of Statutory Holidays Observed	All Wholesale Trades	By Trade		By Region				
		Food	Other Merchandise	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6	581	233	348	105	147	181	.....	148
6	1,131	5	1,126	3	583	394	138	13
7	3,956	1,589	2,367	174	956	1,243	253	1,330
8	7,424	1,120	6,304	442	975	3,994	1,718	295
9	6,499	991	5,508	342	547	2,466	1,818	1,326
10	2,803	834	1,969	109	151	155	599	1,789
11	1,582	820	762	12	65	.....	841	664
More than 11	1,312	106	1,206	60	945	115	192	.....
No information reported	17	.....	17	.....	17	.....	.....	.....
Total	25,305	5,698	19,607	1,247	4,386	8,548	5,559	5,565
Number of Statutory Holidays Paid For Although Not Worked								
None	3,223	2,646	577	80	73	345	.....	2,725
Less than 6	(1) 896	115	781	42	296	383	22	153
6	1,491	5	1,486	48	480	618	294	51
7	2,191	392	1,799	143	799	930	150	169
8	6,952	1,070	5,882	439	972	3,537	1,721	283
9	6,324	959	5,365	314	547	2,408	1,767	1,288
10	1,815	245	1,570	109	84	155	585	882
More than 10	2,189	266	1,923	72	985	115	1,013	4
No information reported	224	.....	224	.....	150	57	7	10
Total	**25,305**	**5,698**	**19,607**	**1,247**	**4,386**	**8,548**	**5,559**	**5,565**

(1) Includes 13 workers who are paid for 3, 4, 5, 6 and 8 statutory holidays after 6 months, 1 year, 18 months, 3 years and 5 years of employment respectively.

The number of statutory holidays observed, in this article, is the number of days when the establishment is closed because of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed.

Eighty-seven per cent of the employees were reported to be paid for some or all of the statutory holidays when these days were not worked. More than one-half of the workers were paid for 8 or 9 statutory holidays on this basis, and 16 per cent were paid for more than 9 holidays. In most of the provinces just a small proportion, if any, were not paid for any of the statutory holidays when not worked, but in British Columbia almost one-half of the workers were in establishments which did not.

Retail Trade

Forty-four per cent of the 103,600 employees included in the 1949 survey of Retail Trade were working in Ontario and 19 per cent in Quebec. Twenty per cent of the workers were in the Prairie Provinces, 12 per cent in British Columbia, 6 per cent in the Maritime Provinces and a very few in the Northwest Territories. Women workers comprised almost one-half of the employees in the industry.

Wage Rates.—Sales Clerks on commission received the highest average weekly wages of any of the male occupations in Retail Trade shown in Table I. In all but two of the eight cities, Stockkeepers received the lowest average weekly wage. There was a substantial variation in the average weekly rates between cities as well as between occupations, particularly in the latter case because of the high wages received by the Sales Clerks on commission. The average weekly wages ranged from $21.11 for Stockkeepers in Saint John to $69.37 for Sales Clerks on commission in Edmonton.

There were similar variations in the average weekly wage rates of the nine female occupations shown in Table I, although the earnings of Sales Clerks on commission were not the highest of the rates in most cities. The average weekly wages of the women workers ranged from $17.96 for General Office Clerks in Saint John to $36.34 for Sales Clerks on commission in Vancouver. The highest average rate for an occupation was generally found in Vancouver or Toronto, whereas the lowest rate was generally found in Saint John or Halifax.

The average weekly wage rates for men was higher than the average rates for women in the same occupational classification.

The Normal Work Week.—Eighty-three per cent of the employees in Retail Trade, the same proportion as in Wholesale Trade, were normally working from 40 to 48 hours

TABLE V.—THE NORMAL WORK WEEK IN RETAIL TRADE, OCTOBER 1949

Number of Employees

Normal Weekly Hours	All Retail Trades	By Trade			By Region (1)				
		Food	General Merchandise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Employees on a 5-day Week									
Under 37½	170	.....	.....	170	.....	47	17	.....	106
37½	2,304	.....	1,617	687	5	36	14	5	2,244
Over 37½ and under 40	1	.....	.....	1	.....	.....	1	.....	.....
40	7,532	40	6,572	920	9	1,833	1,364	66	4,260
Over 40 and under 44	377	25	.....	352	.....	270	97	.....	10
44	1,006	824	.....	182	.....	.....	358	.....	648
Over 44	1,965	1,730	.....	235	.....	495	1,470	.....	.....
Total	13,355	2,619	8,189	2,547	14	2,681	3,321	71	7,268
All Employees									
Under 37½	286	3	.....	283	1	61	115	.....	109
37½	2,417	.....	1,617	800	5	36	14	5	2,357
Over 37½ and under 40	8,821	.....	7,877	944	340	25	490	7,845	121
40	19,576	59	17,752	1,765	125	1,869	8,578	3,344	5,660
Over 40 and under 44	21,625	229	13,201	8,195	2,372	2,547	13,108	2,848	750
44	17,969	4,547	4,886	8,536	893	5,788	4,711	3,302	3,223
Over 44 and under 48	10,049	3,964	2,137	3,948	1,262	2,383	6,101	303	.....
48	16,695	11,076	198	5,421	464	2,128	11,787	2,146	170
Over 48	5,766	2,630	356	2,780	297	4,453	533	483	.....
Total	**103,204**	**22,508**	**48,024**	**32,672**	**5,759**	**19,290**	**45,437**	**20,276**	**12,390**

NOTE: Information on the normal work week was not reported for 388 employees.
(1) This breakdown does not include 52 employees in the Northwest Territories.

a week at the time of the 1949 survey (Table V). Nineteen per cent of the workers were on a 40-hour week, 17 per cent on a 44-hour week and 16 per cent on a 48-hour week. Eleven per cent normally worked less than 40 hours a week and just under 6 per cent worked more than 48 hours.

There was a substantial difference between the distribution of employees by normal weekly hours in the Food Division and the General Merchandise Division of Retail Trade. In the former group almost all of the employees were working 44 hours or more, whereas in the latter group just 16 per cent were working these weekly hours. The variations in the normal weekly hours of work may be seen by comparing the proportion of employees in each region working less than 44 hours with those working 44 hours or more, as follows:—

	Normal Weekly Hours	
	Less than 44 hours	44 hours or more
Maritime Provinces.	49%	51%
Quebec	24%	76%
Ontario	49%	51%
Prairie Provinces....	69%	31%
British Columbia....	73%	27%

Thirteen per cent of the workers in Retail Trade were on a 5-day week in 1949, as compared with 32 per cent in Wholesale Trade. More than one-half of these workers were on a 40-hour week, and three-quarters were on a normal work week of 40 hours or less. Almost 60 per cent of the workers in British Columbia, 7 per cent in Ontario and 14 per cent in Quebec were on a 5-day week. The corresponding proportions in the Maritime Provinces and the Prairie Provinces were negligible.

TABLE VI.—ANNUAL VACATIONS WITH PAY IN RETAIL TRADE, OCTOBER 1949

Number of Employees

Length of Vacation and Service Requirements	All Retail Trades	By Trade			By Region [1]				
		Food	General Merchandise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION									
One Week or Equivalent	*89,256*	*19,577*	*42,866*	*26,813*	*4,924*	*18,231*	*41,954*	*14,223*	*9,924*
One week after:									
No specified service	1,837	67	530	1,240	26	654	895	210	52
6 months	29,253	7,243	4,889	17,121	1,903	6,180	16,200	2,822	2,148
1 year	53,453	9,846	35,652	7,955	2,990	9,608	22,096	11,039	7,720
Other	2,178	.....	1,795	383	5	1,789	255	125	4
Equivalent of one week	2,535	2,421	.....	114	.....	.....	2,508	27	.....
Two Weeks or Equivalent	*14,258*	*2,967*	*5,130*	*6,161*	*782*	*1,050*	*3,686*	*6,203*	*2,485*
Two weeks after:									
No specified service	238	.....	7	231	7	119	50	62	.....
Less than 1 year	371	25	.....	346	.....	29	39	8	295
1 year	13,508	2,942	5,123	5,443	775	902	3,456	6,133	2,190
Other	46	.....	.....	46	.....	.....	46	.....	.....
Equivalent of two weeks	95	.....	.....	95	.....	.....	95	.....	.....
Total	103,514	22,544	47,996	32,974	5,706	19,281	45,640	20,426	12,409
MAXIMUM VACATION									
Two Weeks after	*30,253*	*15,391*	*4,619*	*10,243*	*1,135*	*7,170*	*15,468*	*3,532*	*2,948*
1 year	16,651	9,195	1,916	5,540	882	3,314	11,254	784	417
2 years	6,107	2,864	1,478	1,765	194	1,122	1,784	2,061	946
5 years	3,066	605	936	1,525	.....	1,555	1,222	9	280
Other	4,429	2,727	289	1,413	59	1,179	1,208	678	1,305
Three Weeks after	*44,480*	*3,012*	*31,031*	*10,437*	*2,420*	*8,712*	*15,837*	*12,551*	*4,941*
5 years	6,145	280	.....	5,865	529	1,636	2,719	678	583
15 years	3,641	109	3,202	330	36	146	99	829	2,531
20 years	4,714	1,010	3,640	64	.....	47	619	2,543	1,486
25 years	9,377	1,199	4,243	3,935	475	3,792	4,349	516	245
30 years	19,968	28	19,940	.....	1,375	2,984	7,748	7,807	54
Other	635	386	6	243	5	107	303	178	42
Four Weeks after	*14,903*	.....	*11,394*	*3,509*	*845*	*773*	*9,153*	*1,071*	*3,061*
25 years	11,976	.....	8,467	3,509	845	773	9,153	1,071	134
40 years	2,927	.....	2,927	.....	.....	.....	.....	.....	2,927
No Increase for Longer Service	*13,878*	*4,141*	*952*	*8,785*	*1,306*	*2,626*	*5,182*	*3,272*	*1,459*
One week or equivalent	4,300	1,441	173	2,686	524	1,614	1,594	309	259
Two weeks or equivalent	9,578	2,700	779	6,099	782	1,012	3,588	2,963	1,200
Total	**103,514**	**22,544**	**47,996**	**32,974**	**5,706**	**19,281**	**45,640**	**20,426**	**12,409**

[1] This breakdown does not include 52 employees in the Northwest Territories.

Vacations with Pay.—An initial vacation of one week with pay, generally after a year or less of employment, was reported by establishments employing 86 per cent of the workers (Table VI). The remaining 14 per cent were employed by firms which reported giving two weeks with pay, mainly after a year of employment.

Establishments employing all but 13 per cent of the workers reported an annual vacation policy which increased the period of vacation as the worker's term of employment continued. Twenty-nine per cent of the workers were in establishments whose vacation with pay period increased to two weeks, 43 per cent to three weeks and 14 per cent to 4 weeks. Including the group of workers in establishments having just one vacation period, 4 per cent of the employees in Retail Trade could receive a maximum vacation with pay of one week, 38 per cent a maximum of two weeks, 43 per cent three weeks and 14 per cent four weeks. Most of the workers in establishments having this maximum vacation policy of four weeks were employed in Ontario.

Statutory Holidays.—Almost 98 per cent of the workers in Retail Trade were employed by firms which reported observing one or more statutory holidays in 1949 (Table VII). Just over two-thirds of the workers observed from 7 to 9 holidays, with the largest group, almost one-third, observing 9 days. Twenty-one per cent of the workers observed more than 9 statutory holidays.

The predominant number of statutory holidays observed varied between regions,

TABLE VII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN RETAIL TRADE, OCTOBER 1949

Number of Employees

Number of Statutory Holidays Observed	All Retail Trades	By Trade			By Region (1)				
		Food	General Merchandise	Other Retail Trade	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
None	2,364	1,699	.....	665	72	772	605	224	691
1	557	60	.....	497	.....	.....	557	.....	.....
2	4,285	3,958	.....	327	242	887	2,944	180	32
3 to 5	1,359	430	.....	929	4	690	465	172	28
6	3,276	882	393	2,001	461	730	1,137	846	102
7	10,573	1,729	5,533	3,311	81	6,210	3,764	518	.....
8	25,403	6,849	11,653	6,901	1,734	1,988	17,258	3,637	767
9	33,801	4,392	17,957	11,452	1,376	1,914	17,650	3,647	9,201
10	5,909	545	3,014	2,350	1,317	1,131	238	1,771	1,432
11	8,820	978	6,778	1,064	344	1,010	36	7,337	93
12	2,375	69	1,619	687	77	194	7	2,097	.....
13	2,235	750	995	490	33	1,242	960	.....	.....
More than 13	2,423	82	54	2,287	.....	2,423	.....	.....	.....
No information	212	121	28	63	28	102	19	.....	63
Total	103,592	22,544	48,024	33,024	5,769	19,293	45,640	20,429	12,409
Number of Statutory Holidays Paid For Although Not Worked									
None	3,271	1,478	.....	1,793	109	709	1,201	447	805
1	665	160	.....	505	.....	.....	665	.....	.....
2	4,983	4,405	.....	578	242	973	3,297	439	32
3 to 5	1,937	430	.....	1,507	4	840	673	186	234
6	2,737	547	393	1,797	461	736	550	846	144
7	10,523	1,716	5,533	3,274	79	5,957	3,929	558	.....
8	24,034	6,419	11,653	5,962	1,718	1,910	16,340	3,288	759
9	33,340	4,390	17,957	10,993	1,382	1,882	17,565	3,554	8,944
10	5,528	539	3,014	1,975	1,276	1,013	238	1,663	1,318
11	8,712	978	6,778	956	344	942	36	7,337	53
12	2,322	69	1,619	634	77	160	7	2,078	.....
13	2,182	750	995	437	33	1,189	960	.....	.....
More than 13	2,409	82	54	2,273	.....	2,409	.....	.....	.....
No information	949	581	28	340	44	573	179	33	120
Total	**103,592**	**22,544**	**48,024**	**33,024**	**5,769**	**19,293**	**45,640**	**20,429**	**12,409**

(1) This breakdown does not include 52 employees in the Northwest Territories.

from 7 days in Quebec to 11 days in the Prairie Provinces. In British Columbia almost three-quarters of the workers observed 9 holidays. In the Maritime Provinces almost equal proportions of workers observed 8, 9 and 10 days, whereas in Ontario almost equal proportions observed 8 and 9 days.

As for Wholesale Trade, the number of statutory holidays observed is the number of days when the establishment is closed because of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed.

A very small proportion of the workers in Retail Trade were in establishments which did not pay for any of the statutory holidays when not worked. In almost all cases the establishments paid for all of the statutory holidays observed.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

February 1951 . . .

. . . saw the beginning of the annual decline in seasonal unemment. Employment gains in Ontario and British Columbia more than offset increasing unemployment in Quebec and Newfoundland; in other regions there was little change. Lumbering on the west coast was recovering from the effects of the heavy snowfall of January. Manufacturing continued its uneven expansion, retarded in some branches by scarcities of key materials and technical personnel. By all indications, construction will have a busy season.

The rapid increase in winter unemployment came to a halt early in February. Job applications with the National Employment Service, an important indicator of unemployment change, reached a level of 303,700 on February 8, declining steadily to 296,700 at March 1. Contrary to last year, demand for pulp and newsprint is high and snowfall in Quebec, where woods unemployment was heaviest, was sufficient to keep over 33,000 workers busy cutting and hauling logs from the woods. The heavy unemployment which occurred in March of last year was not likely to be repeated.

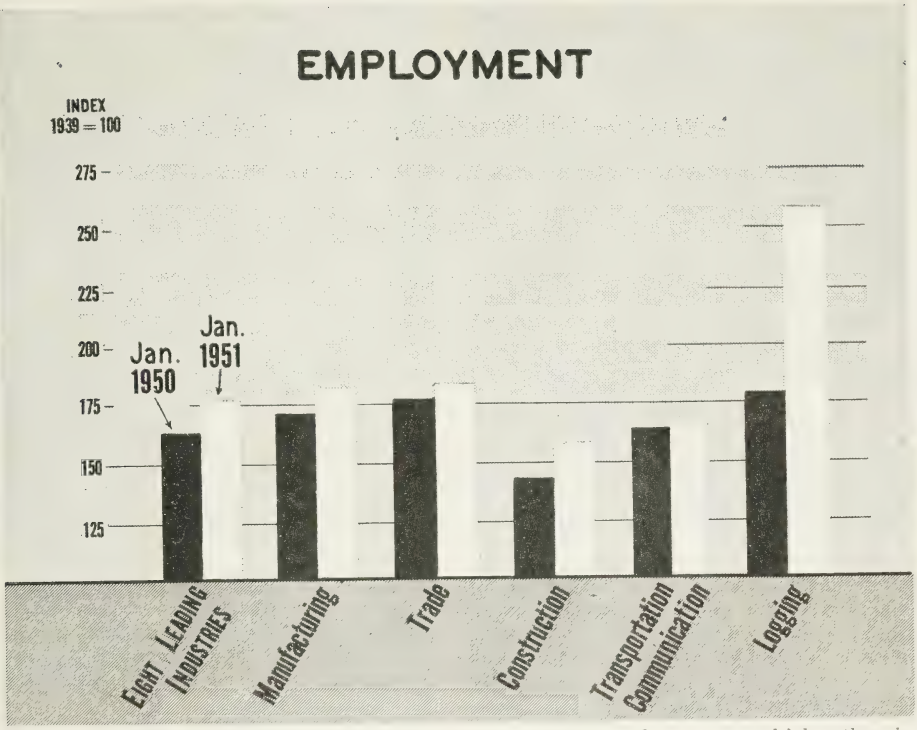
Rather, the strength of consumer, investment and defence demands made an early scarcity of labour in some industries almost certain. Employment effects of government contracts were already evident in the central provinces. Although about 58,000 unemployed were registered in construction occupations, contractors were concerned about the availability of labour to carry out the heavy program of industrial engineering and defence construction in the coming months.

The demand for consumer goods is still strong. At the end of the year, the rise in the average of all weekly earnings over the year equalled the increase in the cost of consumer goods and services, while because of increased employment, total labour income rose more rapidly. Investment income increased by a fifth, while farmers' income will be augmented by the 190 million dollars which the Wheat Board is now distributing. Employment in consumer goods industries arising out of the demand created by greater spending power will be limited only by material scarcities or government restrictions.

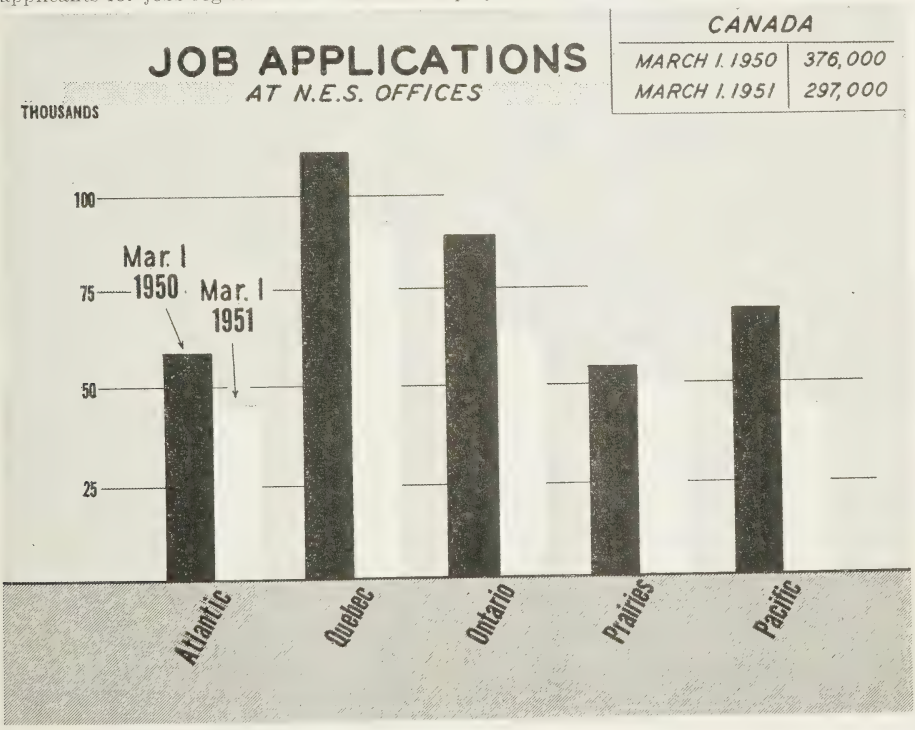
Some dislocations will undoubtedly occur, as the needs of the defence program are superimposed upon the high level of civilian production. Some of these have already occurred in manufacturing. Restrictions on housing credit, added to the high and rising prices of materials will have a depressing effect on residential construction. This will be more than offset by defence construction, together with the large industrial and engineering projects in eastern Quebec, in southern Ontario, in Alberta and on the west coast. But the concentration of activity in particular areas may create a situation in which there are labour shortages in some places and surpluses in others.

Among the major industries, logging, mining and manufacturing were active during February. Construction and agriculture were at their lowest point for the year and employment in the distributive industries, although seasonally slack, was above last year's levels. A large part of the unemployment existing during the month, consisted of workers laid off from these seasonally inactive industries, notably construction, transportation and food products.

With a strong world-wide demand for newsprint and lumber products, logging operators on both the West Coast and in eastern Canada were working at top capacity. Hauling was about 75 per cent finished in most parts in the east, although mild weather made this work difficult. Cutting operations, normally finished by the end of January, were still being carried on where possible. In British Columbia, activity was just beginning to pick up after the normal winter slowdown. Although the industry as a whole was generally busy, there were 22,000 applications for employment in lumbering occupations on file with the National Employment Service across Canada at February 22.



The charts on this page show that in the early part of 1951, employment was higher than in the previous year in Canada's major industries; and correspondingly that the number of applicants for jobs registered at National Employment Service offices was lower.



CANADA	
MARCH 1, 1950	376,000
MARCH 1, 1951	297,000

More winter construction work has been carried on this winter than last but not sufficient to employ the whole of the construction labour force, however. National Employment Service offices report 58,000 applications for construction employment at February 22, of which nearly 38,000 were classified as skilled and semi-skilled workers. The increase in winter construction over last year is reflected in a rise in the index of construction employment from 143·2 to 158·8 (1939=100) in the twelve-month period ending January 1, 1951. A large volume of new work was in the planning stage and contracts awarded during January totalled $159,000,000, over $100,000,000 more than the figure in January, 1950.

In the manufacturing industries, textiles, agricultural implements, chemicals and aircraft plants were seasonally active during February. On the other hand, meat packing plants, sawmills and food processing firms were releasing workers. There were some lay-offs due to material shortages, as the scarcity of steel, nylon, staple fibres, zinc and copper have held up production. In total, however, manufacturing employment continues to run above 1950 levels, the January 1, 1951 index being 11 points above January 1, 1950 at 182·0 (1939=100).

There was relatively light labour market activity in other industries, although employment in all the major divisions has been above that of the winter of 1950. The index of employment for the following major industries at January 1, 1951, with the figure for January 1, 1950 in brackets, reflects this employment expansion: trade, 184·3 [176·1]; transportation, storage and communication, 168·0 [163·1].

Regional Analysis

In ***Newfoundland,*** the completion of pulpwood quotas by smaller contractors released numerous cutters and fewer alternative jobs were available for them in log hauling, owing to the lack of snow. Conditions were particularly unfavourable for hauling in east coast areas, where all logging was virtually dormant by the end of the month. The woods forces employed directly by the pulp and paper firms, however, remained relatively unchanged from their late January total of about 6,000; and some 500 workers were engaged in cutting birch logs to be stockpiled for the woodworking plant now under construction. Firms at Seven Islands, Quebec, recruited workers from the St. John's area during February for the construction of the Labrador railway. As a result of the decline in forest activity, job applications with the National Employment Service increased by 2,800 during the month to a total of 11,900 at March 1. This was 36 per cent lower than the total a year ago.

The employment situation in the ***Maritimes*** at the end of February was only slightly less favourable than at the beginning of the month and remained considerably more favourable than it was a year earlier. Job applications with NES increased but 1,100 to a total of 33,300 at March 1. In Prince Edward Island, the much greater pulp cutting activity this winter has been limited in its employment effects, but income from this source has served to offset particularly low potato prices. On the mainland, the unusually mild winter has resulted in lumber production much below the record levels predicted earlier and has brought virtual suspension of log hauling activity. However, Cape Breton fish processing is enjoying extended activity this season. Steel shipments arrived for naval shipbuilding contracts, the hiring of shipyard workers stepped up in Halifax, and the arrival of structural steel permitted the resumption of work on certain construction jobs in Saint John, augmenting the already high volume of activity there. Other steel-using firms still feel the pinch of material shortages.

Sustained demand for woods workers, a heavy winter construction program, and a steady rise in manufacturing employment have been the chief factors in the lower level of employment this season in ***Quebec.*** Heavy snows in the Saguenay, La Malbaie and Gaspe districts made cutting and hauling difficult and large numbers of workers left the woods; while exactly opposite conditions—lack of snow and frost—produced similar results in parts of the Eastern Townships. The principal factors which retarded manufacturing expansion were first, shortages of steel, wool and nylon and secondly, a general scarcity of engineers, draftsmen, chemists, metallurgists and metal tradesmen. The continued pressure of strong private and public demand—the latter involving, in particular, defence contracts for aircraft and parts, clothing, chemicals and electronic equipment—was sufficient, however, to bring about a net rise in the over-all level of manufacturing employment. The cumulative effect of these conditions was reflected in a slight rise in the total number of active job applications filed with the National Employment Service. The end-month total of 92,500, while 3,300 above the total at the beginning of the month, remained 18 per cent lower than the comparable 1950 total.

Milder weather, which permitted an early start on construction projects, and a contra-seasonal expansion in manufacturing were

responsible for an early down-turn in seasonal unemployment in ***Ontario.*** The general improvement was not uniform. Unemployment declined in industrial centres while in other areas, particularly in those dependent upon logging, it continued to increase. Expansion in manufacturing continued at an uneven pace. Primary industries and chemical, rubber, tanning and abrasive plants were working at capacity and expanding, but other firms, notably food processing, clothing and electrical apparatus manufacturers were forced by material shortages to make temporary staff reductions. Automobile manufacturers, with contracts for army vehicles added to the high level of civilian production, continued to increase staff. Although more production workers were hired in February than previously, the greatest demand was for technicians and skilled metal tradesmen.

The employment situation in the ***Prairie*** region showed little change from the end of January. There was some increase in construction, offset by contraction in coal mining and continued lay-offs in meat packing plants. From a peak of 51,900 at February 22, total unplaced applications with NES declined to 50,800 at March 1. This is 7 per cent lower than the total a year earlier, which may be attributed to a greater number of job opportunities in the eastern woods. A serious scarcity of labour is expected in this area in the coming months. Milder weather at the end of the month reduced the demand for coal and all mines, with the exception of those at Estevan, reverted to short time. Metal mining, on the other hand, showed increasing activity, particularly in development work in the Steep Rock range and at Lynn Lake in northern Manitoba. The number of construction contracts awarded in the past three months indicate a strong demand for labour in Manitoba and Alberta this spring. In Edmonton, particularly, contracts let for larger buildings exceed $10 millions, and in addition, two university buildings and a $14 million pulp plant are contemplated.

In the ***Pacific*** region, peak unemployment was reached early in the month and declined sharply during the last two weeks. Shipbuilding yards have not as yet made any substantial hirings and coal mining employment declined, but manufacturing, particularly lumber and shingle mills, showed a strong upward trend. Logging operations on Vancouver Island, after the almost complete disruption during the heavy snowfall of January, were near normal. In the interior mainland, on the other hand, unemployment increased as the spring break-up of logging roads, which normally disrupts the industry for a period of from four to six weeks, began. The wet weather prevented any large scale expansion in construction, but the number of industrial and engineering projects planned for the summer was causing concern among contractors about the adequacy of manpower. The total of 44,800 job applications at March 1, although high in relation to the labour force of the region, was substantially lower than it has been at this time during the past two years.

Employment Service Activities

By the end of February it was apparent that registrations for work were falling off, but for most of the month, there was not a great deal of labour market activity. Applications for employment hovered around 300,000, dropping to 297,000 by the beginning of March. Placements remained steady during the month at around 12,000 to 13,000 a week.

The decline in applications began in Ontario but by the first week in March decreases were apparent in all regions. Applications from women as well as from men were dropping off. Vacancies reported by employers started to increase in the second week in February and by March 1 totalled 37,700, some 2,400 more than three weeks earlier.

At the beginning of March, 62 per cent of the persons registered at employment offices were receiving unemployment insurance benefits, either regular or supplementary. In actual numbers it represented 184,900 persons, 26,900 of whom were collecting supplementary benefit. There has been 16,600 added during the month of February, although both registrations for employment and claims for unemployment insurance were declining during this period. A lag exists between the time a person files a claim for unemployment insurance and the time he actually receives a cheque, which accounts for the divergent trends.

A larger proportion of the workers registering for employment this winter have been assisted by unemployment insurance than in any time past. The main reason for this is the supplementary benefit program which enables persons who exhaust their benefit rights, as well as other groups, to receive unemployment insurance benefits, although at a lower rate. Too, with the extention of coverage last April, which brought the Eastern Canada logging industry under the Unemployment Insurance Act, more workers are eligible. It is estimated that about 55 per cent of the labour force and 74 per cent of the wage and salary workers are now covered by unemployment insurance.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index rose from 175·2 to 179·7 between February 1 and March 1, 1951. This increase of 4·5 points was equivalent to an advance of 2·6 per cent. All group indexes moved up higher in February, although two-thirds of the total increase was due to higher food prices. The index for foods rose from 224·4 to 233·9, reflecting gains for most items, particularly eggs, butter, beef, pork, cabbage, carrots, shortening and oranges. An increase in the fuel and light index from 141·7 to 146·5 was mainly attributable to higher prices for coal and coke. Further gains in a broad list of clothing and footwear items moved the clothing index from 192·4 to 196·3, while the home furnishings and services index rose from 185·1 to 188·6, as floor coverings, furnishings, hardware and furniture advanced. The miscellaneous items index rose narrowly from 137·0 to 137·8, due to increases for personal care items, notably haircuts and health costs. Reflecting the results of the March quarterly survey, the rent index moved from 136·4 to 137·6.

From August, 1939 to March, 1951, the increase in the cost-of-living index was 78·3 per cent.

Cost of Living in Eight Cities

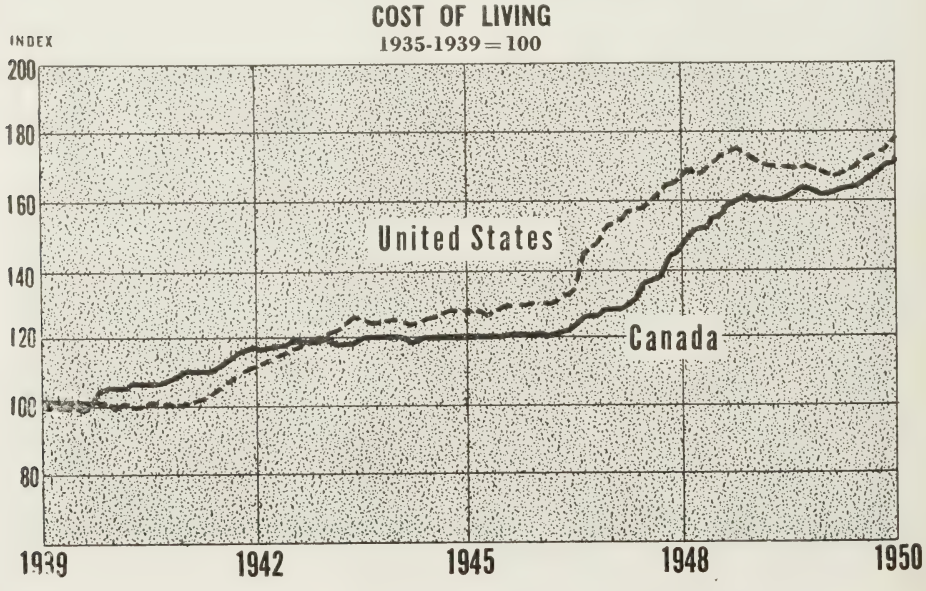
The eight city cost-of-living indexes moved closely with the Dominion index between January 2 and February 1. Increases ranged from 2·1 points in Halifax to 3·2 points in Vancouver. In percentage terms these increases are equivalent to 1·3 per cent and 1·9 per cent, respectively. Increases for food, clothing and home furnishings accounted for most of the increases recorded for each city. The fuel and light indexes remained mostly unchanged while all miscellaneous series were slightly higher.

Composite city index increases between January 2 and February 1 were as follows: Vancouver 3·2 to 175·8; Edmonton 3·0 to 169·0; Toronto 2·9 to 171·5; Montreal 2·8 to 180·6; Saint John 2·8 to 171·2; Saskatoon 2·4 to 172·6; Winnipeg 2·3 to 170·1; and Halifax 2·1 to 162·3.

Wholesale Prices, January, 1951

The general index of wholesale prices advanced 7·4 points (3·3 per cent) to 233·8 (1935-39=100) between December, 1950 and January, 1951. All of the eight groups contributed to the upward trend, with the Textile Products group recording the largest increase. An advance of 14·6 points (5·1 per cent) brought the January level of this index to 298·8. Animal Products followed closely with a gain of 13·3 points (4·8 per cent) to 290·4. Wood Products moved up 10·7 points (3·9 per cent) to 284·5, and Chemical Products 6·8 points (3·9 per cent) to 179·7. Vegetable Products increased by 4·5 points (2·1 per cent) to 214·1, Iron Products, 4·2 points

* *See* Tables F-1 to F-6.



(2·2 per cent) to 196·4, Non-metallic Minerals, 1·9 points (1·1 per cent) to 167·3 and Non-ferrous Metals, 1·6 points (0·9 per cent) to 174·7.

The following commodity price increases were registered between December and January: lobsters, in shell, Halifax 50·0 per cent, cocoanut oil 26·5 per cent, worsted cloth yarn, 2 ply, 25·5 per cent, denatured alcohol 24·2 per cent, spruce scantling (export) 23·2 per cent, raw wool, eastern bright, 22·2 per cent, beef carcass, cow, Vancouver 21·6 per cent, fir timber, No. 1 common, 21·4 per cent, flax No. 1 C.W. 21·4 per cent, sisal rope 20·9 per cent, pickled sheepskins 20·7 per cent, woodpulp, bleached sulphite 18·5 per cent. Decreases in commodity prices were recorded as follows: eggs, Grade A large (average), 21·2 per cent, canned corn 14·3 per cent, oranges 8·0 per cent, whitefish, Ontario 7·6 per cent, lemons 7·0 per cent, bananas 2·7 per cent, cheese, new, Toronto, 2·3 per cent.

The index of Canadian Farm Products prices at wholesale rose 7·7 points (3·4 per cent) to 235·2 (1935-39=100). Animal Products prices advanced 12·5 points (4·2 per cent), higher prices for livestock, wool, poultry and butterfat outweighing sharp declines in egg prices. Field Products moved up 2·9 points (1·9 per cent), influenced by higher prices for grains, potatoes and hay.

STRIKES AND LOCKOUTS,
Canada, February, 1951*

Strike idleness showed little change as compared with the previous month and with February, 1950. Fourteen new strikes and lockouts began during the month but the majority involved few workers and caused little time loss. One interprovincial stoppage of steel products factory workers at London and Toronto, Ont., Montreal, P.Q., and Winnipeg, Man., involved half the total workers and caused half the total time loss.

Preliminary figures for February, 1951, show 18 strikes and lockouts in existence, involving 4,508 workers, with a time loss of 18,878 man-working days, as compared with 17 strikes and lockouts in January, 1951, with 6,253 workers involved and a loss of 16,763 days. In February, 1950, there were 16 strikes and lockouts, involving 3,861 workers, and a loss of 24,871 days.

For the first two months of 1951, preliminary figures show 31 strikes and lockouts, involving 10,577 workers, and a loss of 35,641 days. In the same period in 1950 there were 20 strikes and lockouts, with 5,434 workers involved and a loss of 63,459 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in February, 1951, was 0·02 per cent of the estimated working time, the same percentage as in January, 1951; 0·03 per cent in February, 1950; 0·02 per cent for the first two months of 1951 and 0·04 per cent for the first two months of 1950.

Of the 18 strikes and lockouts in existence during the month, two were settled in favour of the workers, two in favour of the employers and two were compromise settlements. Seven were indefinite in result, work being resumed pending final settlement. At the end of the month five strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950.

* *See* Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1950, was 72 and 11 were still in progress from the previous month, making a total of 83 during the month. In all stoppages of work in progress in the period there were 9,100 workers involved and a time loss of 28,000 working days was caused.

Of the 72 disputes leading to stoppages of work which began in December, three, directly involving 200 workers, arose out of demands for advances in wages, and 33, directly involving 3,400 workers, on other wage questions; two, directly involving 500 workers, on questions as to working hours; eight, directly involving 500 workers, on questions respecting the employment of particular classes or persons; 23, directly involving 1,500 workers, on other questions respecting working arrangements; two, directly involving 100 workers on questions of trade union principle; and one, directly involving 100 workers was in support of workers involved in another dispute.

For 1950, preliminary figures show a total of 1,338 work stoppages beginning in the year, 302,000 workers directly and indirectly involved in all stoppages in progress during the year and a time loss of 1,388,000 working days.

Comparable figures for 1949 are, 1,426 stoppages, 434,000 workers and a time loss of 1,807,000 days.

United States

Preliminary figures for January, 1951, show 400 strikes and lockouts beginning in the month, in which 185,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,200,000 man-days. Corresponding figures for December, 1950, are 200 strikes and lockouts, involving 40,000 workers with a time loss of 1,000,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA, 1950*

During the calendar year 1950, industrial fatalities in Canada totalled 1,240, a decrease of 145 from the 1949, figure of 1,385. Included in the final figure for 1949 are 41 deaths not previously reported. Accidents both fatal and non-fatal as reported by the provincial Workmen's Compensation Boards increased from 412,378 in 1949 to 414,075 in 1950.

The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the LABOUR GAZETTE.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data, but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by workmen's compensation legislation.

During the year there were fourteen industrial accidents which caused the death of three or more persons in each case. On January 20, nine workers in a clothing plant at Toronto, Ontario, were burned to death in a fire. Three hydro-electric workers were killed at Isle Maligne, Quebec, on February 13, when the turbine in which they were working was accidently set in motion. On March 18, ten crew

* *See* Tables H-1 to H-5.

members of a fishing craft were drowned when their vessel collided with a steamship off Halifax harbour, Nova Scotia.

A trainman and two engineers were killed in a collision between two freight trains near Sioux Lookout, Ontario, on June 10. Five miners were killed at Cadomin, Alberta, on June 14, when they were trapped 350 feet underground by a cave-in.

On July 9, three electrical workers engaged on the conversion of a hydro-electricity transmission system from 25 to 60 cycles at London, Ontario, received fatal burns when a transformer exploded. An aircraft crash at Timagami, Ontario, resulted in the death of five employees of the Ontario Department of Lands and Forests on August 30. Five fishermen from Woods Harbour, Nova Scotia, are believed to have been drowned when their boat was capsized off the south coast of Nova Scotia, during a hurricane; their overturned boat was found on September 20.

On November 11, the Leduc Hotel in Leduc, Alberta, was wrecked by an explosion, and the fire which followed, cost the lives of three employees. Seven crew members of the aircraft *Canadian Pilgrim* perished when the plane crashed in the French Alps. Many more persons lost their lives, but for the purpose of these statistics only those whose deaths were a result of their employment are listed. On November 21, four trainmen were killed, when two trains, one a troop train, carrying members of Canada's Special Service Force, met in a head-on collision at Canoe River, British Columbia. Five employees of a department store in Halifax were burned to death when fire destroyed the building in which they were working on November 30. On December 5, three loggers were drowned in the Nimpkish River, British Columbia, when their boat was swamped while they were transporting supplies back to camp. Three employees of the British Columbia Forest Service lost their lives by drowning on December 15, when the forestry launch *A. L. Bryant* was in collision with the steamship *Lady Cynthia* off Bowen Island.

Fatalities by Causes

Classification of accidents according to cause (Table H-2) indicates that the largest number, 359, came under the category of "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 194 of these fatalities.

Industrial diseases, strain, etc., were responsible for 141 of the 233 industrial deaths recorded in the group "other causes". Falls of persons resulted in 184 fatalities, while dangerous substances caused 162 deaths, including 51 resulting from electrocution. Falling objects caused fatal injuries to 160 persons, 66 of whom were employed in the logging industry.

Fatalities by Provinces

The largest number of industrial fatalities recorded in any province in 1950 was 434 in Ontario, a decrease of 81, from the preceding year. Of these 125 occurred in manufacturing, 63 in transportation, and 58 in the construction industry. In Quebec, 247 fatalities were recorded including 51 in manufacturing and 45 in the construction industry. British Columbia followed with a total of 235 industrial deaths recorded during the year. Accidents in the logging industry were responsible for 75 of these fatalities.

Fatalities by Industries

Table H-4 includes an analyses of fatalities by industries and months and the number of fatalities in each industry expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given; these, although not in any case for the year under review, are included to provide an approximate indication of the relative frequency of accidents from industry to industry.

The highest percentage of the 1,240 fatalities in 1950 was in manufacturing with 19·6 as compared with 18·0 per cent in the previous year. Transportation accounted for 15·7 per cent in comparison to 18·6 in 1949.

The percentage in mining and quarrying declined to 13·3 from 14·7 per cent in 1949. In logging the percentage increased from 10·5 in 1949 to 12·1 in 1950.

SELECTED LIST* OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA.

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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Items	1951 February	1951 January	1950 January	1949 January	1944 January	1939 January
Total Population(1) 000	.....	.....	13,994	13,707	11,975	11,267
Labour Force—						
Civilian labour force(2) 000	.....	.....	5,201	5,200	†	†
Persons with jobs(2) 000	.....	.....	5,084	5,053	†	†
Male(2) 000	.....	.....	3,986	3,967	†	†
Female(2) 000	.....	.....	1,098	1,086	†	†
Paid workers(2) 000	.....	.....	3,683	3,580	†	†
Persons without jobs and seeking work(2) 000	.....	.....	117	147	†	†
Index of employment (1939=100)	.....	175·3	163·8	165·5	†	†
Immigration ..... No.	8,419	5,637	3,710	7,449	693	661
Adult males ..... No.	3,799	2,546	1,234	2,884	147	160
Earnings and Hours—						
Total labour income $000,000	.....	.....	620	607	†	†
Per capita weekly earnings ..... $	.....	45·31	42·33	41·02	†	†
Average hourly earnings, manufacturing ..... ¢	.....	108·9	101·1	97·2	†	†
Average hours worked per week, manufacturing ...	.....	43·1	42·6	43·2	†	†
Real weekly earnings, manufacturing (3)	.....	111·2	109·4	107·6	†	†
National Employment Service—						
Live Applications for employment (1st of mo.)(4) 000	300·0	226·9	274·0	186·7	508·8	†
Unfilled Vacancies (1st of month) (4) 000	35·8	34·4	17·7	25·1	153·0	†
Placements, weekly average 000	.....	12·3	8·0	8·7	†	†
Unemployment Insurance—						
Ordinary live claims 000	247·6(8)	190·1(8)	222·1	144·1	6·2	†
Balance in fund $000,000	.....	654·1	589·6	522·8	176·8	†
Price Indexes—						
Wholesale (Av. 1926=100)	.....	.....	157·1	159·3	102·5	73·2
Cost-of-living index (5)	175·2	172·5	161·0	159·6	119·0	101·1
Residential building materials (5)	.....	269·6	227·3	230·0	146·6(6)	102·3(6)
Production—						
Industrial production index (5)	.....	208·6	182·6	178·7	204·1	102·0
Mining production index (5)	.....	.....	138·6	131·9	113·4	105·9
Manufacturing index (5)	.....	217·8	190·5	188·4	225·1	100·9
Electric power ..... 000,000 k.w.h.	.....	.....	4,072	3,699	3,529	2,387
Construction—						
Contracts awarded $000,000	.....	159·2	56·7	72·8	8·8	7·3
Dwelling units, started 000	.....	.....	2·2	3·1	†	†
Completed 000	.....	.....	6·5	6·6	†	†
Under construction 000	.....	.....	59·5	56·5	†	†
Pig iron ..... 000 tons	.....	197·0	190·4	183·1	132·1	57·7
Steel ingots and castings ..... 000 tons	.....	.....	289·9	284·7	242·2	78·2
Inspected slaughtering, cattle 000	77·9	103·7	120·5	112·4	90·4	69·9
Hogs 000	339·6	401·6	362·8	324·7	941·0	262·9
Flour production ..... 000,000 bbls.	.....	.....	1·55	1·47	2·04	1·10
Newsprint ..... 000 tons	.....	.....	417·0	386·0	242·7	208·4
Cement producers' shipments ..... 000,000 bbls.	.....	887	653	621	176(7)	116(7)
Automobiles and trucks 000	.....	.....	28·5	13·9	13·7	14·8
Gold ..... 000 fine oz.	.....	.....	354·3	311·0	258·6	410·8
Copper ..... 000 tons	.....	22·8	21·9	20·8	24·4	23·7
Lead ..... 000 tons	.....	.....	9·6	10·7	16·4	16·1
Nickel ..... 000 tons	.....	10·9	10·2	11·3	11·8	7·3
Zinc ..... 000 tons	.....	.....	24·0	21·8	24·7	15·2
Coal ..... 000 tons	1,640	1,945	1,802	1,856	1,621	1,200
Crude petroleum ..... 000 bbls.	.....	.....	1,924	1,356	832	532
Distribution—						
Wholesale sales index, unadjusted (5)	.....	306·7	232·0	243·7	159·5	77·6
Retail sales $000,000	.....	.....	501·8	493·4	†	†
Imports, excluding gold $000,000	274·3	327·2	211·9	223·8	126·4	43·7
Exports, excluding gold $000,000	233·9	285·1	221·2	237·0	242·0	70·1
Railways—						
Revenue freight, ton miles 000,000	.....	.....	3,614	4,702	5,349	1,871
Car loadings, revenue freight 000	294·0	331·0	271·0	300·0	282·0	172·0
Banking and Finance—						
Common stocks, index (5)	166·5	153·8	119·0	114·3	81·5	93·8
Preferred stocks, index (5)	.....	.....	152·4	144·7	118·3	102·5
Bond yields, Dominion index (5)	.....	.....	90·1	95·4	97·3	97·3
Cheques cashed, individual accounts $000,000	.....	9,002	7,307	6,929	4,512	2,512
Bank loans, current public $000,000	.....	2,671	2,164	2,054	1,037	792
Money supply $000,000	.....	4,688	4,386	4,162	3,153(6)	1,370(6)
Circulating media in hands of public $000,000	.....	1,151	1,131	1,131	835	281(6)
Deposits $000,000	.....	3,537	3,255	3,031	2,163(6)	1,089(6)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of December, for 1950, 1949 and June 1, for 1944, 1939.

(2) Labour Force Survey figures given are as at November 4, 1950, October 29, 1949. Detailed figures for November 1950 will be found in the February issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: Average 1946=100.

(4) Newfoundland is included after April 1, 1949

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

(8) Includes ordinary live claimants plus claimants for supplementary benefit. Latter totalled 6,833 at January 1, and 27,103 at February 1, 1951.

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,151
Annual Average, 1945–49	26,701	31,075	18,064	75,840
1950—January	1,234	1,414	1,062	3,710
February	1,906	1,676	1,377	4,959
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
November	3,068	2,090	1,672	6,830
December	3,044	2,249	1,768	7,061
Total	30,700	24,172	19,040	73,912
1951—January	2,546	1,792	1,299	5,637

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—January	115	641	1,988	703	263	3,710
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
November	161	1,302	3,867	924	576	6,830
December	225	1,209	3,913	1,133	581	7,061
Total	2,198	13,575	39,041	12,975	6,123	73,912
1951—January	101	1,096	3,261	722	457	5,637

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,345	5,824	52,986
1949—Total	18,118	5,938	8,336	2,998	3,654	39,044
1950—January	483	152	278	180	141	1,234
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
July	1,893	323	433	220	184	3,053
August	896	242	403	232	222	1,995
September	1,180	211	368	241	262	2,262
October	842	343	581	263	349	2,378
November	1,141	756	629	238	304	3,068
December	1,063	779	649	262	291	3,044
Total	15,027	4,550	5,821	2,697	2,605	30,700
1951—January	624	701	659	253	309	2,546

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average	22	59	9	56	59	5	209
1939—Average	23	62	8	57	59	5	215
1940—Average	27	77	11	63	62	5	245
1941—Average	29	107	16	73	67	8	299
1942—Average	30	143	18	80	73	10	354
1943—Average	31	169	18	86	78	13	395
1944—Average	33	172	13	95	83	13	409
1945—Average	35	156	15	101	90	13	410
1946—Average	42	146	24	114	103	14	443
1947—Average	47	175	33	133	113	17	518
1948—Average	52	202	40	154	126	20	593
1949—October	53	219	52	175	141	22	663
November	51	218	50	177	143	23	661
December	47	217	41	174	141	22	642
1950—January	43	213	37	166	140	22	620
February	43	216	37	166	141	21	625
March	41	218	39	168	145	22	633
April	41	219	41	171	148	22	642
May	45	221	48	175	148	22	659
June	50	229	52	180	149	23	683
July	52	231	54	182	148	24	691
August	55	231	56	172	148	24	686
September	57	242	56	186	149	25	716
October	59	244	55	188	152	25	723
November	61	248	53	193	153	26	733
December	57	235	43	191	152	25	703

C—Employment, Hours and Earnings

NOTE: The Dominion Bureau of Statistics has discontinued the series of monthly index numbers of employment and payrolls computed on bases of 1939 and 1941 as 100, formerly published in the LABOUR GAZETTE. The two series have been replaced by a new one, using a 1939 base as 100. Delays in preparation of the new series necessitate the omission of most of the tables on employment, hours and earnings from this issue of the LABOUR GAZETTE. They will reappear in next month's issue, in the new form now established by the Bureau.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23.44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36·19	171·0	272·7	159·5	36·34
1948—Average	165·0	282·9	170·9	40·06	176·0	314·1	178·5	40·67
1949—Average	165·5	303·7	183·3	42·96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
Jan. 1, 1948	163·2	253·5	154·9	36.32	172·0	271·7	158·1	36.03
Jan. 1, 1949	165·5	290·1	175·0	41.02	174·0	319·9	180·4	41.94
Jan. 1, 1950	163·8	295·9	180·6	42.33	171·0	324·3	189·8	43.26
Feb. 1, 1950	158·3	296·4	187·2	43.87	170·4	337·4	198·1	45.15
Mar. 1, 1950	157·9	300·5	190·3	44.61	171·5	342·8	199·9	45.55
Apr. 1, 1950	159·0	303·8	191·0	44.77	172·0	346·6	201·4	45.91
May 1, 1950	159·7	305·8	191·5	44.88	172·5	348·4	202·0	46.03
June 1, 1950	166·0	315·3	189·9	44.51	175·3	352·3	201·1	45.82
July 1, 1950	170·8	328·3	192·2	45.04	178·6	364·1	203·9	46.46
Aug. 1, 1950	172·5	332·5	192·6	45.15	179·6	366·7	204·0	46.49
Sept. 1, 1950	174·1	328·0	188·4	44.17	182·5	369·9	202·7	46.19
Oct. 1, 1950	177·1	346·6	195·7	45.88	185·6	385·1	207·4	47.27
Nov. 1, 1950	178·1	351·7	197·5	46.29	185·4	389·7	210·2	47.90
Dec. 1, 1950	179·2	356·3	198·9	46.63	185·3	394·6	212·9	48.51
Jan. 1, 1951	175·3	338·6	193·3	45.31	182·4	373·5	204·7	46.66

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	45·0	69·4	31·23	103·3	96·7	106·8
Monthly Average 1946	43·2	70·0	30·24	100·1	100·0	100·1
Monthly Average 1947	43·0	80·2	34·46	114·0	109·6	104·0
Monthly Average 1948	42·7	91·3	38·99	129·0	125·4	102·9
Monthly Average 1949	42·4	98·6	41·81	138·4	130·1	106·4
Week preceding:						
January 1, 1948	43·2*	86·6	37·41*	123·8	120·0	103·2
February 1, 1948	42·8	86·6	37·06	122·6	121·4	101·0
March 1, 1948	43·2	88·0	38·02	125·8	122·0	103·1
April 1, 1948	43·2*	89·0	38·45*	127·2	122·7	103·7
May 1, 1948	43·1	89·4	38·53	127·5	124·0	102·8
June 1, 1948	41·7	91·4	38·11	126·1	124·8	101·0
July 1, 1948	42·0	92·3	38·77	128·3	126·9	101·1
August 1, 1948	42·1	92·7	39·03	129·2	127·4	101·4
September 1, 1948	41·7	93·4	38·95	128·9	128·6	100·2
October 1, 1948	43·0	94·6	40·68	134·6	129·1	104·3
November 1, 1948	43·1	95·5	41·16	136·2	129·1	105·5
December 1, 1948	43·2	96·0	41·47	137·2	128·6	106·7
January 1, 1949	43·2*	97·2	41·99*	138·9	129·1	107·6
February 1, 1949	42·9	97·2	41·70	138·0	129·0	107·0
March 1, 1949	43·0	97·6	41·97	138·9	128·8	107·8
April 1, 1949	42·9	98·2	42·13	139·4	128·9	108·1
May 1, 1949	41·8*	98·6	41·21*	136·4	129·0	105·7
June 1, 1949	40·8	99·1	40·43	133·8	129·9	103·0
July 1, 1949	41·8	99·1	41·42	137·1	131·1	104·6
August 1, 1949	41·9	98·8	41·40	137·0	131·7	104·0
September 1, 1949	42·4	98·4	41·72	138·1	131·3	105·2
October 1, 1949	42·7	99·3	42·40	140·3	131·2	106·9
November 1, 1949	42·8	99·5	42·59	140·9	130·8	107·7
December 1, 1949	42·9	100·0	42·90	142·0	130·7	108·6
January 1, 1950	42·6*	101·1	43·07*	142·5	130·3	109·4
February 1, 1950	42·3	100·9	42·68	141·2	130·7	108·0
March 1, 1950	42·5	101·4	43·10	142·6	132·4	107·7
April 1, 1950	42·8	101·7	43·53	144·0	132·7	108·5
May 1, 1950	42·4*	102·5	43·46*	143·8	132·7	108·4
June 1, 1950	42·0	103·5	43·47	143·8	133·8	107·5
July 1, 1950	42·5	103·9	44·16	146·1	135·5	107·8
August 1, 1950	42·5	104·2	44·29	146·6	136·3	107·6
September 1, 1950	41·9	104·4	43·74	144·7	137·4	105·3
October 1, 1950	42·9	105·3	45·17	149·5	138·1	108·3
November 1, 1950	43·0	106·4	45·75	151·4	138·1	109·6
December 1, 1950	43·1	107·8	46·46	153·7	138·4	111·1
January 1, 1951 (1)	43·1*	108·9	46·94*	155·3	139·6	111·2

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1948, 38·3 hours, $33.17; April 1, 1948, 41·6 hours, $37·02; January 1, 1949, 40·6 hours, $39.46; May 1, 1949, 42·5 hours, $41.91; January 1, 1950, 39·9 hours, $40.34; May 1, 1950, 42·6 hours, $43.67; January 1, 1951, 40·2 hours, $43.78.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
March 1945	82,623	39,233	121,856	56,170	32,067	88,237
March 1946	43,738	31,777	75,515	215,353	48,072	263,425
March 1947	36,801	34,995	71,796	156,820	37,994	194,814
March 1948	16,416	15,784	32,200	155,249	45,105	200,354
March 1949	10,187	13,544	23,731	209,866	51,898	261,764
March 1950	9,614	11,429	21,043	300,352	75,646	375,998
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1951	24,983	10,795	35,778	231,826	68,220	300,046
March 1951 (1)	24,550	13,118	37,668	232,385	64,312	296,697

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 1, 1951

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change from December 28, 1950	
				Absolute	Percentage
Agriculture, Fishing, Trapping	**348**	**153**	**501**	**+105**	**+26·5**
Logging	**12,981**	**16**	**12,997**	**−832**	**−6·0**
Pulpwood	10,351	10	10,361	−835	−7·5
Lumber	2,539	5	2,544	−40	−1·6
Other logging	91	1	92	+43	+87·8
Mining	**567**	**29**	**596**	**+197**	**+49·4**
Coal	95	2	97	+52	+115·6
Metallic ores—					
Iron	103	2	105	+26	+32·9
Gold	101	3	104	+7	+7·2
Nickel	166	.....	166	+82	+97·6
Other metallic ores and non-metallic minerals	56	6	62	+42	+210·0
Prospecting and oil producing	46	16	62	−12	−16·2
Manufacturing	**4,646**	**3,287**	**7,933**	**+2,114**	**+36·3**
Food and kindred products	257	286	543	+224	+70·2
Textiles, apparel, etc	334	1,937	2,271	+1,006	+88·5
Lumber and finished lumber products	505	41	546	+33	+6·4
Pulp and paper products and printing	219	144	363	+54	+17·5
Chemicals and allied products	216	118	334	+66	+24·6
Products of petroleum and coal	47	9	56	+38	+211·1
Rubber products	59	32	91	−6	−6·2
Leather and products	93	188	281	+56	+24·9
Stone, clay and glass products	89	28	117	+33	+39·3
Iron and steel and products	585	85	670	+219	+48·6
Non-ferrous metals and products	228	60	288	+53	+22·6
Machinery	601	112	713	+228	+47·0
Electrical equipment and products	348	130	478	+54	+12·7
Transportation equipment and other manufacturing	1,065	117	1,182	−4	−0·3
Construction	**948**	**55**	**1,003**	**−160**	**−13·8**
Transportation and Storage	**793**	**81**	**874**	**+124**	**+16·5**
Communications, and Other Public Utilities	**231**	**209**	**440**	**−20**	**−4·4**
Trade	**1,674**	**1,526**	**3,200**	**+136**	**+4·4**
Wholesale	608	499	1,107	+235	+26·9
Retail	1,066	1,027	2,093	−99	−4·5
Finance, Insurance, Real Estate	**995**	**817**	**1,812**	**+230**	**+14·5**
Service	**1,801**	**4,624**	**6,425**	**−488**	**−7·1**
Public	650	424	1,074	−143	−11·8
Domestic	34	2,213	2,247	−299	−11·8
Personal	640	1,691	2,331	−60	−2·5
Other Service	477	296	773	+14	+1·8
All Industries	**24,984**	**10,797**	**35,781**	**+1,406**	**+4·1**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 1, 1951

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,433	263	1,696	3,892	958	4,850
Clerical Workers	1,490	3,499	4,989	7,980	14,328	22,308
Sales Workers	1,442	613	2,055	5,123	10,032	15,155
Personal and Domestic Service Workers	554	3,682	4,236	16,748	13,870	30,618
Seamen	30	.....	30	5,090	92	5,182
Agriculture and Fishing	366	16	382	2,558	1,161	3,719
Skilled and semiskilled Workers	17,594	2,109	19,703	94,776	12,816	107,592
Food and kindred products	42	43	85	1,917	1,116	3,033
Textiles, clothing, etc.	230	1,678	1,908	2,173	6,810	8,983
Lumber and wood products	12,941	1	12,942	8,274	91	8,365
Pulp, paper and printing	89	29	118	619	376	995
Leather and products	66	138	204	1,365	560	1,925
Stone, clay and glass products	28	2	30	345	41	386
Metalworking	1,770	11	1,781	6,939	405	7,344
Electrical	140	39	179	1,196	271	1,467
Transportation equipment, n.e.c.	71	.....	71	355	68	423
Mining	192	.....	192	984	.....	984
Construction	393	.....	393	35,723	4	35,727
Transportation (except seamen)	489	4	493	14,705	58	14,763
Communications and public utility	28	.....	28	535	.....	535
Trade and service	142	96	238	2,025	1,344	3,369
Other skilled and semiskilled	832	46	878	11,319	1,359	12,678
Foremen	31	6	37	2,270	196	2,466
Apprentices	110	16	126	4,032	117	4,149
Unskilled Workers	2,074	613	2,687	95,659	14,963	110,622
Food and tobacco	33	90	123	3,119	4,254	7,373
Lumber and lumber products	248	.....	248	5,740	305	6,045
Metalworking	177	32	209	2,600	279	2,879
Construction	328	.....	328	19,866	3	19,869
Other unskilled workers	1,288	491	1,779	64,334	10,122	74,456
Total	**24,983**	**10,795**	**35,778**	**231,826**	**68,220**	**300,046**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JANUARY, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	265	209	158
Logging	2,652	1,342	1,067
Mining	251	236	146
Manufacturing	5,174	5,068	3,527
Food and kindred products	509	565	348
Textiles, apparel, etc.	1,243	1,042	737
Lumber and finished lumber products	602	590	500
Pulp and paper products and printing	304	319	216
Chemicals and allied products	199	223	132
Products of petroleum and coal	30	30	12
Rubber products	71	80	60
Leather and products	167	167	111
Stone, clay and glass products	134	155	89
Iron and steel and products	444	454	318
Non-ferrous metals and products	222	216	150
Machinery	382	357	236
Electrical equipment and products	218	230	129
Transportation equipment and other manufacturing	649	640	489
Construction	1,555	1,625	1,274
Transportation and Storage	835	840	623
Communications, and Other Public Utilities	166	179	93
Trade	2,174	2,476	1,452
Finance, Insurance, Real Estate	445	446	207
Service	5,049	5,320	3,723
All Industries	18,566	17,741	12,270

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS AS AT FEBRUARY 22, 1951

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	**Unplaced as at Feb. 22, 1951**
					Regular	Casual		
Newfoundland	**209**	**100**	**6,291**	**142**	**100**	**3**	**9,140**	**11,744**
Corner Brook	26	6	1,143	18	12	3	1,677	2,136
Grand Falls	1	1	555	.....	.....	.....	820	1,061
St. John's	182	93	4,593	124	88	.....	6,643	8,547
Prince Edward Island	**413**	**128**	**1,861**	**725**	**180**	**136**	**2,821**	**2,915**
Charlottetown	276	79	1,272	333	132	106	1,814	1,919
Summerside	137	49	589	392	48	30	1,007	996
Nova Scotia	**2,508**	**763**	**10,869**	**2,784**	**1,498**	**433**	**16,580**	**17,281**
Amherst	79	11	321	73	63	6	556	570
Bridgewater	30	24	489	40	7	.....	827	895
Halifax	1,417	541	3,533	1,561	792	292	4,244	4,287
Inverness	27	6	318	22	21	.....	509	592
Kentville	55	32	963	66	29	5	1,590	1,784
Liverpool	30	8	241	24	16	.....	438	471
New Glasgow	410	56	1,456	484	335	18	1,932	1,946
Springhill	16	.....	136	9	7	.....	276	295
Sydney	299	38	2,140	357	147	112	3,791	3,988
Truro	109	19	508	134	68	.....	640	595
Yarmouth-Shelburne	36	28	764	14	13	.....	1,777	1,858
New Brunswick	**3,301**	**1,047**	**9,670**	**3,277**	**1,713**	**690**	**13,030**	**13,177**
Bathurst	42	74	751	56	17	2	1,214	1,546
Campbellton	122	61	539	93	41	22	800	949
Edmundston	158	4	468	181	87	37	568	630
Fredericton	419	169	609	309	195	88	678	660
Minto	146	28	298	167	118	.....	354	349
Moncton	1,099	317	3,398	1,333	468	412	4,186	4,129
Newcastle	107	40	495	93	27	13	892	991
Saint John	696	162	2,199	685	487	86	2,551	2,196
St. Stephen	241	69	449	223	153	14	1,207	1,171
Sussex	179	89	151	68	68	5	161	124
Woodstock	92	34	273	69	52	11	419	432
Quebec	**25,552**	**14,601**	**62,336**	**21,151**	**13,245**	**1,690**	**89,632**	**91,840**
Asbestos	121	79	217	63	30	5	304	380
Beauharnois	158	25	375	140	153	.....	658	570
Buckingham	118	173	243	95	49	3	510	506
Causapscal	52	172	396	25	17	.....	598	771
Chandler	382	271	1,236	326	256	.....	1,513	1,824
Chicoutimi	985	723	820	250	133	17	852	923
Dolbeau	67	50	200	19	11	.....	291	418
Drummondville	377	35	951	387	277	18	1,549	1,674
Farnham	52	42	266	29	29	.....	476	520
Granby	199	47	751	223	148	5	918	938
Hull	285	206	1,561	312	239	2	2,334	2,374
Joliette	337	67	882	243	154	25	1,337	1,525
Jonquiere	381	134	959	382	223	32	1,009	1,153
Lachute	61	10	247	54	40	3	409	445
La Malbaie	110	113	537	34	8	.....	1,260	1,523
La Tuque	615	2,061	853	304	375	.....	416	371
Levis	447	58	1,808	454	222	178	2,517	2,546
Matane	177	346	603	77	20	.....	863	1,273
Megantic	495	190	506	348	347	.....	307	314
Mont-Laurier	42	288	161	45	27	2	219	255
Montmagny	29	73	808	21	13	1	1,099	1,175
Montreal	11,681	3,918	24,185	10,388	6,597	708	33,527	31,797
Port Alfred	103	54	308	31	26	.....	541	713
Quebec	1,133	985	6,378	1,647	547	250	10,810	10,999
Rimouski	242	539	661	96	80	.....	1,486	1,688
Riviere du Loup	251	24	767	174	94	49	1,428	1,607
Rouyn	305	304	923	368	156	76	756	877
St. Agathe	143	31	351	175	121	20	397	465
Ste. Anne de Bellevue	68	19	589	53	42	.....	634	653
Ste. Therese	147	21	586	161	107	7	1,006	1,055
St. Georges de Beauce	308	506	505	253	164	5	823	857
St. Hyacinthe	410	173	801	365	283	7	1,244	1,240
St. Jean	374	92	955	319	201	1	865	1,129
St. Jerome	220	55	631	178	151	1	819	892
St. Joseph d'Alma	246	97	1,049	184	183	.....	964	1,136
Shawinigan Falls	1,207	1,013	1,525	375	209	70	2,291	2,466
Sherbrooke	959	293	2,198	904	524	96	2,638	2,706
Sorel	424	165	813	137	78	7	1,801	1,633
Thetford Mines	131	75	581	198	90	.....	791	850
Three Rivers	1,000	573	2,313	658	350	92	4,299	4,743
Val d'Or	322	413	524	276	195	9	464	438
Valleyfield	217	34	761	230	179	.....	1,627	1,361
Victoriaville	171	54	552	150	97	1	982	1,057

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS AS AT FEBRUARY 22, 1951—Continued

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 22, 1951
					Regular	Casual		
Ontario	**40,390**	**14,716**	**74,849**	**36,952**	**22,582**	**4,007**	**72,025**	**69,045**
Arnprior	153	47	228	123	112	11	227	221
Barrie	420	63	659	411	336	11	529	451
Belleville	268	46	727	240	143	39	895	863
Bracebridge	55	5	247	56	40	4	421	434
Brampton	113	25	209	107	88	7	197	195
Brantford	504	93	1,315	550	317	53	1,399	1,468
Brockville	218	13	361	224	155	52	335	348
Carleton Place	28	7	161	26	23	.....	246	206
Chatham	322	66	928	370	179	53	1,024	1,027
Cobourg	121	13	266	158	109	10	331	308
Collingwood	123	1	372	131	95	31	781	735
Cornwall	308	18	1,046	329	237	30	1,820	1,712
Fort Erie	46	21	164	56	21	4	283	280
Fort Frances	227	135	227	177	115	12	180	165
Fort William	567	206	1,094	424	339	52	1,365	1,430
Galt	387	174	487	242	209	5	361	304
Gananoque	36	5	116	37	24	10	204	194
Goderich	50	52	166	23	12	7	351	367
Guelph	398	101	611	340	116	103	567	443
Hamilton	2,375	650	5,719	2,984	1,256	475	5,495	5,086
Hawkesbury	204	130	327	131	70	1	675	770
Ingersoll	261	59	271	242	198	10	211	212
Kapuskasing	272	396	207	185	163	5	81	109
Kenora	296	213	253	88	67	1	336	346
Kingston	640	122	1,184	712	433	56	1,061	1,046
Kirkland Lake	215	109	494	252	97	40	530	517
Kitchener-Waterloo	707	173	1,018	891	555	48	624	614
Leamington	108	34	282	161	49	14	487	434
Lindsay	61	32	261	53	26	.....	398	453
Listowel	27	22	128	33	13	.....	220	254
London	1,696	566	3,037	1,809	975	221	2,039	1,973
Midland	181	16	612	210	158	9	1,151	1,021
Napanee	23	7	193	20	14	.....	346	373
New Toronto	685	98	1,231	681	474	16	988	907
Niagara Falls	401	45	909	404	308	50	963	830
North Bay	855	75	1,323	914	662	111	719	681
Orillia	196	13	474	216	172	17	609	604
Oshawa	1,300	233	2,401	1,430	1,025	34	1,607	1,551
Ottawa	2,308	419	4,013	2,297	1,540	318	3,497	3,456
Owen Sound	216	59	769	251	150	12	1,075	1,016
Parry Sound	67	1	247	66	30	32	269	258
Pembroke	204	117	775	173	174	7	821	790
Perth	160	18	219	148	112	26	324	348
Peterborough	290	88	1,198	332	230	4	1,595	1,611
Picton	37	14	203	48	22	.....	431	495
Port Arthur	2,039	1,628	1,315	391	577	26	1,632	1,721
Port Colborne	94	39	297	95	52	21	425	372
Prescott	63	22	253	87	59	.....	398	411
Renfrew	81	4	258	86	64	13	277	285
St. Catharines	753	203	1,548	643	469	53	1,983	1,684
St. Thomas	311	76	664	471	234	73	392	387
Sarnia	420	57	727	529	313	26	641	585
Sault Ste. Marie	694	155	712	405	446	19	596	625
Simcoe	97	40	475	92	58	1	551	539
Sioux Lookout	150	50	225	185	82	12	111	107
Smiths Falls	84	15	230	83	38	28	392	322
Stratford	190	56	400	199	73	36	441	402
Sturgeon Falls	78	27	262	48	35	8	394	386
Sudbury	1,380	774	1,632	963	448	144	1,334	1,407
Timmins	813	249	984	601	530	68	1,038	784
Toronto	12,609	5,787	20,185	10,698	5,863	1,204	15,688	14,911
Trenton	157	8	674	224	159	1	625	590
Walkerton	43	31	255	46	32	.....	362	404
Wallaceburg	77	5	405	88	68	.....	459	413
Welland	356	96	944	347	180	54	1,064	938
Weston	490	372	854	497	245	5	584	506
Windsor	1,153	175	4,122	1,293	834	210	4,336	4,127
Woodstock	129	47	296	126	80	4	234	233
Manitoba	**4,961**	**1,592**	**14,267**	**5,036**	**1,919**	**1,394**	**17,426**	**17,752**
Brandon	345	124	1,076	337	186	23	1,335	1,375
Dauphin	45	5	412	54	26	1	634	639
Flin Flon	98	26	232	108	53	10	165	134
Portage la Prairie	48	16	472	43	27	5	798	789
The Pas	49	35	73	23	18	.....	108	114
Winnipeg	4,376	1,386	12,002	4,471	1,609	1,355	14,386	14,701

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS DECEMBER 29, 1950 TO FEBRUARY 1, 1951 UNPLACED APPLICANTS AS AT FEBRUARY 22, 1951—Concluded

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Feb. 22, 1951
					Regular	Casual		
Saskatchewan	**2,150**	**539**	**8,654**	**2,772**	**926**	**688**	**13,421**	**13,580**
Estevan	57	5	166	67	48	6	246	260
Moose Jaw	161	85	945	197	90	24	1,440	1,407
North Battleford	74	29	484	57	49	2	843	889
Prince Albert	217	71	855	246	90	25	1,580	1,665
Regina	763	121	2,477	1,194	348	259	3,265	3,229
Saskatoon	661	143	2,257	807	201	323	3,280	3,268
Swift Current	42	31	450	40	18	13	860	897
Weyburn	76	23	235	72	46	15	337	338
Yorkton	99	31	785	92	36	21	1,570	1,627
Alberta	**6,413**	**1,696**	**15,549**	**7,827**	**4,222**	**790**	**16,450**	**16,645**
Blairmore	90	7	167	79	71	5	192	183
Calgary	2,430	381	5,581	3,657	1,657	373	5,544	5,716
Drumheller	53	8	169	52	48	.....	299	315
Edmonton	3,096	1,014	7,192	3,443	1,856	385	6,963	6,890
Edson	267	96	139	121	309	.....	71	86
Lethbridge	236	130	1,385	221	100	24	2,094	2,146
Medicine Hat	159	20	466	150	132	3	617	654
Red Deer	82	40	450	104	49	.....	670	655
British Columbia	**6,934**	**1,557**	**37,369**	**8,038**	**4,214**	**920**	**50,653**	**48,521**
Chilliwack	85	12	1,128	115	61	20	2,259	2,265
Courtenay	27	33	1,090	12	9	2	1,288	1,235
Cranbrook	29	14	440	34	14	.....	683	683
Dawson Creek	278	4	348	272	269	3	252	274
Duncan	105	26	1,063	109	70	7	1,171	867
Kamloops	123	49	432	76	65	.....	586	635
Kelowna	70	9	788	71	42	8	1,313	1,399
Nanaimo	173	13	1,874	182	132	21	2,263	1,731
Nelson	106	13	574	145	69	27	909	930
New Westminster	485	87	4,161	544	293	103	6,481	6,563
Penticton	49	3	991	52	41	.....	1,455	1,624
Port Alberni	183	9	815	228	163	8	845	562
Prince George	702	94	1,061	760	585	40	427	433
Prince Rupert	263	95	402	181	201	1	530	536
Princeton	38	.....	136	45	33	4	199	183
Trail	56	6	551	63	38	8	839	919
Vancouver	3,411	789	18,170	4,366	1,701	590	24,151	22,923
Vernon	31	12	587	26	21	.....	1,304	1,403
Victoria	571	238	2,570	692	304	78	3,395	3,083
Whitehorse	149	51	188	65	103	.....	303	273
Canada	**92,831**	**36,739**	**241,715**	**88,704**	**50,599**	**10,751**	**301,178**	**302,500**
Males	59,364	25,653	176,571	53,415	33,273	6,138	232,717	236,213
Females	33,467	11,086	65,144	35,289	17,326	4,613	68,461	66,287

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

1941—1951

SOURCE: Form UIC 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (5 weeks)	176,571	65,144	241,715	39,411	21,939	61,350

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants[1]
1949—December	2,678,000	2,525,700	152,300
1950—January	2,667,000	2,444,900	222,100
February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,500	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900
October	2,811,000	2,731,700	79,300
November	2,838,000	2,747,700	90,300
December	2,910,000	2,785,200	124,800

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER (REGULAR AND SUPPLEMENTARY BENEFIT), BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JANUARY 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	3,360	1,164	312	556	950	250	128
Male	3,258	1,148	299	535	924	231	121
Female	102	16	13	21	26	19	7
(Male)	(2,154)	(944)	(128)	(209)	(412)	(202)	(259)
(Female)	(185)	(50)	(16)	(25)	(28)	(25)	(41)
Prince Edward Island	2,521	548	333	651	695	153	141
Male	2,132	464	288	564	598	123	95
Female	389	84	45	87	97	30	46
Nova Scotia	15,268	3,383	1,893	3,451	3,446	1,391	1,704
Male	13,254	2,991	1,642	3,005	3,110	1,176	1,330
Female	2,014	392	251	446	336	215	374
New Brunswick	11,810	2,579	1,373	2,441	2,827	1,331	1,259
Male	9,614	2,193	1,144	2,056	2,360	970	891
Female	2,196	386	229	385	467	361	368
Quebec	82,302	16,584	9,727	15,560	20,929	8,415	11,087
Male	65,746	13,714	7,692	12,535	17,807	6,600	7,398
Female	16,556	2,870	2,035	3,025	3,122	1,815	3,689
Ontario	56,850	13,698	7,087	11,510	12,363	4,500	7,692
Male	42,424	10,596	5,302	8,911	9,811	3,176	4,628
Female	14,426	3,102	1,785	2,599	2,552	1,324	3,064
Manitoba	15,415	3,137	1,566	3,238	4,095	1,587	1,792
Male	11,631	2,255	1,102	2,414	3,363	1,324	1,173
Female	3,784	882	464	824	732	263	619
Saskatchewan	11,691	2,128	1,219	2,535	3,553	1,484	772
Male	9,640	1,710	961	2,052	3,123	1,301	493
Female	2,051	418	258	483	430	183	279
Alberta	13,777	3,741	1,691	2,722	3,139	1,265	1,219
Male	11,403	3,200	1,395	2,216	2,771	1,017	804
Female	2,374	541	296	506	368	248	415
British Columbia	42,759	10,865	5,657	7,476	9,536	4,621	4,604
Male	34,916	9,147	4,753	5,913	7,841	3,882	3,380
Female	7,843	1,718	904	1,563	1,695	739	1,224
TOTAL	255,753	57,827	30,858	50,140	61,533	24,997	30,398
MALE	204,018	47,418	24,578	40,201	51,708	19,800	20,313
FEMALE	51,735	10,409	6,280	9,939	9,825	5,197	10,085

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JANUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	172,269

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TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JANUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total[1]	Initial	Renewal	Total Disposed of[2]	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland[3]	2,999	2,885	114	1,770	1,117	653	1,859
	(1,710)	(1,647)	(63)	(1,096)	(513)	(583)	(1,197)
Prince Edward Island	1,596	1,297	299	1,673	1,134	539	331
Nova Scotia	10,626	7,765	2,861	10,969	7,270	3,699	2,455
New Brunswick	7,523	5,815	1,708	7,846	5,302	2,544	1,548
Quebec	50,785	38,411	12,374	57,582	41,007	16,575	10,909
Ontario	42,431	31,493	10,938	46,090	32,982	13,108	7,400
Manitoba	9,713	7,260	2,453	10,770	7,402	3,368	1,963
Saskatchewan	7,037	5,808	1,229	7,589	5,068	2,521	1,551
Alberta	9,702	7,397	2,305	8,945	6,507	2,438	2,900
British Columbia	29,857	22,076	7,781	29,985	22,340	7,645	7,570
Total Canada, January, 1951	172,269	130,207	42,062	183,219	130,129	53,090	38,486
Total Canada, December, 1950	134,218	89,836	44,382	111,405	84,956	26,449	49,436
Total Canada, January, 1950	182,053	133,871	48,182	176,710	148,037	28,673	52,798

[1] In addition, revised claims received numbered 17,472. [2] In addition, 16,669 revised claims were disposed of. Of these, 1,201 were special requests not granted, and 1,237 were appeals by claimants. There were 2,774 revised claims pending at the end of the month. [3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of January, 1951[1]	Month of January, 1950[2]	Cumulative Current Total for Fiscal Year
Claims Disallowed			
Regular	41,410	18,851	115,341
Supplementary Benefit	11,958	.....	14,976
Claimants Disqualified			
Not unemployed	5,104	3,483	25,961
Not capable of and not available for work	1,186	732	12,179
Loss of work due to a labour dispute	16	29	3,183
Refused offer of work and neglected opportunity to work	1,071	522	13,274
Discharged for misconduct	905	914	6,656
Voluntarily left employment without just cause	5,544	3,570	40,861
Other reasons[3]	3,152	2,938	19,910
Total	70,346	31,039	252,341

[1] Includes 3,925 revised claims, disqualified.
[2] 1950 data relate to regular claimants only.
[3] These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month[1]	Month of January, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland[2]	1,477	933	35,182	91,227
	(1,077)	(528)	(32,944)	(79,372)
Prince Edward Island	894	1,085	32,040	73,528
Nova Scotia	7,165	5,987	195,506	478,853
New Brunswick	4,459	4,363	147,762	353,937
Quebec	50,259	27,022	1,270,428	3,100,612
Ontario	36,113	27,675	897,312	2,201,986
Manitoba	10,191	7,202	222,252	544,809
Saskatchewan	6,732	5,278	173,807	430,727
Alberta	8,664	5,779	195,051	491,515
British Columbia	23,862	19,343	618,901	1,600,082
Total, Canada January, 1951	149,816	104,667	3,788,241	9,367,276
Total, Canada, December, 1950	101,918	69,870	2,192,851	5,308,818
Total, Canada, January, 1950	218,963	132,619	4,925,381	11,781,142

[1] Week containing last day of the month.
N.B.—[2] Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts						Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81	.....	.....	269,268 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90	.....	638 11	1,840,448 56	70,762 796 00	716,012 75	.....	716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74	.....	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30	.....	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66	.....	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58	.....	3,820 43	7,529,985 56	98,752 294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70	.....	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71	.....	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20	.....	17,731 42	14,391 257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April	9,012,614 79	1,799,207 99	.....	1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56	.....	3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73	.....	4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265 064 37
August	11,110,254 79	2,220,928 27	.....	2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
September	11,370,169 43	2,273,375 13	.....	2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
October	11,313,655 22	2,262,702 39	.....	4,425 70	1,274,696 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
November	11,444,060 13	2,288,200 58	.....	2,776 00	1,323,276 58	15,058,313 29	4,179,172 57	524 25	4,179,696 82	636,637,088 65
December	12,580,488 28	2,516,416 01	.....	2,880 00	1,350,478 17	16,450,262 46	5,304,152 98	193 50	5,304,346 48	647,783,004 63
January	*12,271,583 10	2,455,143 20	.....	1,269 35	1,366,289 00	16,094,284 65	9,363,792 54	462,031 16	9,825,823 70	654,051,465 58
SUB-TOTAL	105,088,377 53	21,013,256 46	13,425 50	30,032 40	12,652,880 72	138,797,972 61	63,196,165 62	4,197,313 93	67,393,479 55	654,051,465 58
TOTAL	749,874,709 41	149,980,020 06	13,425 50	71,572 39	74,642,677 37	974,582,404 73	315,515,559 33	5,015,379 82	320,530,939 15	654,051,465 58

*Stamps $5,439,827.27. Meter $1,549,224.91. Bulk $4,911,078.84. Arm. Serv. $370,370.64. Spec. Force $1,081.44. Total $12,271,583.10.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, JANUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial claims only			Persons commencing benefit	Number of days benefit paid	Amount of benefit paid
	Claims considered	Entitled to benefit	Not entitled to benefit			
Newfoundland	564	287	208	123	1,736	3,613
Prince Edward Island	513	252	145	171	2,101	3,406
Nova Scotia	3,293	2,020	937	1,322	15,576	29,627
New Brunswick	2,312	1,477	690	853	9,703	17,773
Quebec	13,105	9,261	3,690	6,403	82,078	154,509
Ontario	9,417	5,942	3,299	4,598	55,225	107,980
Manitoba	2,551	1,520	964	1,266	15,025	28,399
Saskatchewan	2,118	1,247	764	912	11,174	21,166
Alberta	1,921	1,025	725	828	10,645	21,185
British Columbia	5,848	3,740	1,892	2,980	36,749	74,503
Total	41,642	26,771	13,314	19,456*	240,012	462,161

Includes 23 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·8*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·5
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·3
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62·7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62·7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66·2*	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	*69·7*	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	*71·1*	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	*73·8*	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	*78·3*	179·7	233·9	137·6	146·5	196·3	188·6	137·8	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–39=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1951

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Feb. 1, 1950	Jan. 2, 1951	Feb. 1, 1951						
Halifax	153·3	160·2	162·3	211·6	118·5	139·6	202·2	167·7	127·5
St. John	157·8	168·4	171·2	214·9	122·9	139·1	210·3	175·9	138·1
Montreal	164·2	177·8	180·6	238·4	135·5	136·9	182·4	193·0	134·3
Toronto	157·6	168·6	171·5	215·9	140·0	161·2	193·0	181·0	134·8
Winnipeg	156·3	167·8	170·1	226·2	130·1	124·9	188·5	188·2	130·5
Saskatoon	163·6	170·2	172·6	228·9	126·1	145·9	198·1	183·9	127·7
Edmonton	158·1	166·0	169·0	231·3	121·8	114·6	195·1	174·7	132·7
Vancouver	163·4	172·6	175·8	230·6	125·4	145·7	201·1	178·6	139·2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	Feb. 1946	Feb. 1947	Feb. 1948	Feb. 1949	Jan. 1951	Feb. 1951	Price Feb. 1951
Beef, sirloin steak	lb.	120·7	154·8	164·5	191·4	249·5	313·7	331·8	93·3
Beef, round steak	lb.	125·7	167·9	178·1	210·5	278·9	349·4	369·4	88·3
Beef, rolled rib roast, prime	lb.	125·5	175·2	185·7	216·5	280·9	348·6	367·3	84·6
Beef, blade roast, blade removed	lb.	132·7	162·3	169·2	213·2	301·3	391·3	414·1	67·1
Beef, stewing, boneless	lb.	136·7	168·3	174·3	231·4	334·6	444·1	471·2	64·3
Veal, front roll, boneless	lb.	139·3	174·6	175·7	220·7	316·6	381·8	415·8	72·2
Lamb, leg roast	lb.	109·9	152·8	156·3	184·5	245·4	285·0	299·7	85·6
Pork, fresh loins, centre cut	lb.	125·3	144·2	170·3	197·5	226·2	247·5	250·5	66·4
Pork, fresh shoulder, hock off	lb.	127·0	143·9	174·3	212·1	253·6	274·8	285·8	54·3
Bacon, side, fancy, sliced, rind off	lb.	132·3	142·5	178·4	219·5	230·2	214·9	215·5	81·5
Lard, pure package	lb.	151·3	160·5	230·7	244·7	281·6	254·0	267·5	29·8
Shortening, package	lb.	134·7	137·5	166·7	218·7	264·6	241·0	250·7	36·3
Eggs, grade "A" Large, carton	doz.	156·4	144·1	151·3	174·4	175·4	197·4	179·8	56·2
Milk	qt.	111·0	95·4	139·4	157·8	162·4	174·3	175·2	19·1
Butter, creamery, prints	lb.	140·5	148·7	164·8	264·5	267·4	236·3	237·0	64·5
Cheese, plain, mild, ½ lb	pkg.	174·6	166·3	172·1	210·3	230·5	233·5	237·9	31·9
Bread, plain, white, wrapped	lb.	106·5	106·3	107·9	149·2	152·4	177·6	180·8	11·5
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	187·9	224·2	224·2	7·5
Rolled Oats, package	lb.	112·0	114·0	114·0	153·6	153·6	190·2	193·2	12·8
Corn Flakes, 8 oz	pkg.	101·1	100·0	100·0	148·9	162·0	171·7	172·8	16·1
Tomatoes, canned, 2½'s	tin	129·9	137·7	169·8	252·8	217·9	195·3	200·9	21·6
Peas, 20 oz	tin	117·5	121·7	131·7	152·5	150·0	149·3	150·1	19·2
Corn, Cream, Choice, 20 oz	tin	128·3	132·7	146·9	195·6	185·8	173·9	175·7	19·4
Beans, dry	lb.	129·4	135·3	170·6	298·0	272·5	267·2	283·3	14·1
Onions, cooking	lb.	108·2	134·7	136·7	175·5	126·5	119·0	120·9	6·4
Potatoes, No. 1, Table	10 lbs.	89·9	154·0	129·6	188·4	143·1	124·0	128·9	29·0
Prunes, bulk or in bag	lb.	115·8	130·7	168·4	178·1	180·7	229·4	237·2	27·3
Raisins, seedless, bulk or in bag	lb.	104·0	117·2	155·0	148·3	127·2	143·3	146·7	22·1
Oranges, California	doz.	132·5	147·8	126·3	133·8	136·5	158·7	154·3	42·6
Lemons	½doz.	111·3	150·5	140·0	143·1	139·1	169·2	169·2	27·6
Jam, strawberry, 16 oz	jar	111·3	115·7	142·5	160·1	149·8	162·1	163·8	28·8
Peaches, 15 oz	tin	101·5	105·1	127·9	156·3	145·2	146·8	148·8	22·6
Marmalade, Orange, 16 oz	jar	118·3	128·9	134·8	150·2	145·1	148·9	150·3	20·5
Corn Syrup, 2 lb	tin	138·0	157·7	180·4	197·4	183·4	188·7	192·7	33·4
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	132·3	149·2	150·8	191·7	191·7	12·3
Sugar, yellow, in branded package	lb.	131·3	134·9	134·9	154·0	155·6	198·1	199·6	12·9
Coffee, medium quality, in bag	lb.	141·6	131·7	144·1	176·9	187·6	299·6	302·8	104·5
Tea, black, ½ lb	pkg.	145·2	131·6	147·3	174·1	175·5	182·0	182·3	53·0

* Descriptions and Units of Sale Apply to February 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—										
1—St. Johns	100·6	.....	[b] 72·2	[a] 62·1	.....	.....	.....	75·3	70·0	[e] 39·0
P.E.I.—										
2—Charlottetown	84·7	76·0	[a] 69·7	[a] 57·0	[a] 51·5	.....	.....	65·0	51·5	.....
Nova Scotia—										
3—Halifax	91·8	87·5	80·8	[a] 64·7	63·6	.....	77·4	66·3	[c] 53·6	82·2
4—Sydney	98·7	89·5	[a] 75·0	[a] 60·0	63·3	.....	.....	68·0	56·7	89·0
New Brunswick—										
5—Moncton	88·7	83·7	79·7	[a] 61·2	56·4	.....	.....	66·7	51·0	78·7
6—Saint John	92·7	86·1	[a] 78·9	[a] 64·3	63·9	70·0	77·9	68·9	54·9	81·9
Quebec—										
7—Chicoutimi	104·5	98·0	.....	68·3	.....	.....	.....	62·7	55·7	84·2
8—Montreal	102·0	94·0	85·7	[a] 64·8	61·9	70·8	81·8	63·2	53·1	71·7
9—Quebec	100·3	96·4	83·6	[a] 63·2	58·4	74·6	82·1	55·7	48·8	75·1
10—Sherbrooke	93·4	88·4	76·9	59·3	55·0	66·3	.....	60·9	53·5	78·9
11—Sorel	86·6	81·3	.....	.....	51·3	.....	.....	61·6	46·2	73·8
12—Three Rivers	106·9	95·1	75·4	[a] 58·9	53·9	.....	.....	61·4	53·0	73·6
Ontario—										
13—Cornwall	85·8	85·8	81·0	67·5	66·0	.....	.....	66·0	56·0	76·7
14—Fort William	89·0	83·4	86·0	[a] 67·0	[a] 65·2	.....	.....	65·0	.....	81·1
15—Hamilton	96·2	92·3	89·7	[a] 71·9	67·6	72·7	91·2	69·3	50·4	77·0
16—London	93·1	91·3	86·0	[a] 71·1	68·3	.....	92·3	68·9	52·9	80·8
17—North Bay	90·4	89·0	84·0	68·6	63·0	.....	81·3	68·4	52·6	79·3
18—Ottawa	91·3	89·2	88·9	71·1	65·3	.....	82·8	68·5	53·6	74·6
19—Sault Ste. Marie	95·5	94·3	82·1	68·4	71·7	.....	.....	69·5	56·0	79·6
20—Sudbury	86·1	84·3	82·3	66·4	64·3	64·0	.....	64·9	[d] 54·3	78·3
21—Timmins	95·6	93·3	89·7	71·0	68·1	70·2	90·7	66·8	54·1	80·6
22—Toronto	94·7	89·9	92·4	73·2	68·1	71·4	89·1	69·2	50·8	75·7
23—Windsor	92·2	88·3	85·6	[a] 68·3	68·1	.....	84·7	68·0	48·4	76·9
Manitoba—										
24—Brandon	91·7	86·7	.....	63·3	62·0	.....	.....	.....	.....	81·1
25—Winnipeg	91·6	85·7	91·1	68·7	65·3	68·7	77·8	62·7	[d] 54·5	80·9
Saskatchewan—										
26—Moose Jaw	86·6	80·6	81·8	67·8	65·5	67·7	84·3	67·1	56·7	82·8
27—Regina	84·5	81·9	81·0	[a] 65·2	67·7	75·8	81·8	67·0	56·3	87·3
28—Saskatoon	83·2	78·1	79·7	[a] 63·7	61·7	.....	.....	63·5	[d] 56·0	84·6
Alberta—										
29—Calgary	93·5	87·2	91·8	75·1	68·0	78·7	90·2	65·7	[d] 60·9	86·5
30—Drumheller	90·0	87·7	84·0	[a] 68·5	65·3	.....	.....	71·4	56·6	88·7
31—Edmonton	91·0	85·8	87·9	[a] 63·6	65·5	[a] 74·0	85·3	62·1	51·2	87·9
British Columbia—										
32—Prince Rupert	108·3	101·0	.....	71·7	71·3	.....	93·3	69·3	67·7	93·0
33—Trail	98·0	92·6	89·0	[a] 69·4	69·6	.....	92·5	73·4	64·0	97·0
34—Vancouver	103·3	94·0	100·1	80·3	73·4	77·3	88·4	73·6	[d] 60·6	92·2
35—Victoria	105·2	97·0	97·6	74·7	77·8	81·3	95·6	73·5	59·2	88·5

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ¼ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—			f	h						
1—St. Johns	.....	36·9	71·6	29·0	.....	32·0	10·7	8·6	14·6	19·0
P.E.I.—			g							
2—Charlottetown	29·1	35·8	51·3	16·0	66·2	33·6	10·7	8·2	12·0	17·1
Nova Scotia—			g							
3—Halifax	31·2	36·6	56·0	19·0	66·1	32·9	11·2	7·8	13·9	16·7
4—Sydney	30·0	34·6	g 61·1	20·0	69·5	33·0	12·8	8·1	12·7	17·1
New Brunswick—										
5—Moncton	29·6	36·1	57·4	19·0	65·3	32·5	11·3	8·0	13·8	16·9
6—Saint John	29·9	36·9	g 59·3	20·0	66·1	33·2	12·7	7·9	13·3	16·7
Quebec—										
7—Chicoutimi	31·6	39·0	61·7	19·0	63·8	33·4	12·8	8·1	.....	18·0
8—Montreal	28·7	35·5	57·8	18·5	64·0	31·1	11·3	7·2	12·7	15·4
9—Quebec	29·4	35·9	58·6	18·0	62·8	32·7	10·5	7·2	13·2	16·4
10—Sherbrooke	28·1	34·9	60·8	18·0	63·9	32·2	10·9	7·7	12·7	16·1
11—Sorel	27·0	34·9	59·2	17·0	61·6	30·7	10·7	7·6	12·7	16·1
12—Three Rivers	27·3	35·2	58·2	18·0	61·2	31·0	10·0	7·2	13·1	15·9
Ontario—			g							
13—Cornwall	29·0	35·3	55·5	19·0	65·6	31·1	9·3	7·2	13·3	16·3
14—Fort William	29·9	35·0	56·3	20·0	66·5	31·5	11·3	7·2	12·6	16·3
15—Hamilton	28·7	35·4	55·9	20·0	66·4	30·8	10·7	7·4	13·0	15·4
16—London	29·5	36·0	g 53·0	19·0	66·7	30·9	10·7	7·3	12·9	15·5
17—North Bay	29·2	36·4	58·2	19·0	67·9	31·3	10·7	7·9	13·6	16·6
18—Ottawa	29·2	36·0	57·2	19·0	64·5	31·3	10·7	7·5	12·9	15·5
19—Sault Ste. Marie	30·0	35·3	58·5	21·0	67·8	32·1	11·3	7·6	13·1	16·2
20—Sudbury	29·6	35·5	56·6	21·0	67·8	30·9	11·3	8·1	13·9	16·3
21—Timmins	29·4	35·2	55·8	21·0	65·8	31·4	12·0	7·8	12·7	16·3
22—Toronto	29·4	35·0	55·5	20·0	66·0	30·4	10·7	7·3	12·7	15·2
23—Windsor	29·0	35·6	g 55·3	20·0	66·6	31·5	10·7	7·5	13·2	15·5
Manitoba—										
24—Brandon	30·6	37·2	55·5	17·0	64·9	32·5	11·6	7·4	12·8	16·6
25—Winnipeg	29·7	36·7	52·3	18·0	63·1	32·4	13·0	7·0	11·8	15·6
Saskatchewan—										
26—Moose Jaw	28·9	36·3	.....	20·0	61·7	31·3	12·0	7·2	12·0	15·7
27—Regina	30·0	37·9	50·7	18·0	61·1	32·6	12·0	7·3	12·5	16·4
28—Saskatoon	29·2	37·1	49·9	18·0	62·0	31·7	11·2	7·0	12·2	15·5
Alberta—										
29—Calgary	30·2	36·1	53·1	19·0	60·9	31·1	12·0	7·2	12·4	16·0
30—Drumheller	31·9	40·7	53·7	20·0	62·0	32·4	12·0	7·6	13·0	16·4
31—Edmonton	31·0	38·2	g 50·0	18·0	61·0	31·9	11·2	7·1	12·6	15·9
British Columbia—										
32—Prince Rupert	34·3	40·5	60·5	27·0	65·4	34·5	14·0	8·0	13·1	16·9
33—Trail	33·0	38·3	59·4	22·0	62·8	32·9	14·0	7·5	12·8	16·0
34—Vancouver	31·6	35·6	g 56·1	19·0	63·5	31·3	13·9	7·2	12·3	15·4
35—Victoria	33·1	36·4	59·0	21·0	63·6	32·9	13·9	7·6	12·5	15·8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California 288's per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—											
1—St. Johns	24·5	18·3	22·8	12·7	8·0	31·9	25·1	29·1 [i]	48·0	.....	61·6
P.E.I.—											
2—Charlottetown	23·2	20·0	21·9	13·5	6·8	17·1	27·5	20·0	45·0	37·0	52·6
Nova Scotia—											
3—Halifax	22·4	19·3	20·1	14·3	5·0	24·8	27·8 [i]	20·1 [k]	43·8	27·4	54·6
4—Sydney	22·2	20·0	20·6	12·7	5·0	26·5	29·3	20·3	45·0	29·9	53·1
New Brunswick—											
5—Moncton	22·4	20·3	18·3	12·9	5·5	20·2	28·2	22·0 [k]	45·9	28·0	52·1
6—Saint John	22·4	19·1	19·4	14·0	5·4	20·6	27·5	20·0 [k]	44·1	27·8	54·0
Quebec—											
7—Chicoutimi	19·3	19·0	18·2	.....	8·9	27·7	21·2 [k]	27·7 [k]	46·8	28·3	60·0
8—Montreal	19·5	17·8	17·8	13·7	6·4	24·8	27·2	21·3	41·1	23·2	53·0
9—Quebec	20·1	19·2	17·3	13·5	6·5	23·3	25·2	24·3	41·7	26·1	55·8
10—Sherbrooke	20·7	20·0	18·6	15·3	6·9	25·0	29·1	25·0	43·2	26·0	53·7
11—Sorel	18·6	18·1	16·9	12·8	10·0	25·5	23·8	20·2	40·5	26·0	52·2
12—Three Rivers	19·0	17·9	18·2	14·3	7·0	23·9	25·8	21·9	40·5	25·8	52·6
Ontario—											
13—Cornwall	19·7	19·2	17·6	12·5	7·2	28·2	27·5 [k]	20·7	39·0	23·9	49·3
14—Fort William	21·2	18·8	18·1	15·2	5·4	36·8	27·4 [k]	23·8 [n]	42·6	29·0	53·6
15—Hamilton	21·0	17·8	17·6	15·4	4·9	28·0	29·9 [k]	19·5	41·1	26·6	48·7
16—London	21·0	19·6	19·5	13·6	4·9	27·7	25·3	18·5 [k]	41·1	25·1	47·3
17—North Bay	21·4	17·0	19·0	14·0	5·1	31·3	28·0	24·5 [k]	42·9	28·4	.....
18—Ottawa	20·3	18·4	17·3	13·5	6·1	26·8	28·3 [i]	24·2	38·4	25·6	49·9
19—Sault Ste. Marie	21·5	19·7	19·3	13·4	6·1	34·0	31·3	22·9	39·3	30·0	50·2
20—Sudbury	19·9	18·6	18·3	12·9	5·5	28·7	26·6	23·9	42·6	27·8	50·4
21—Timmins	20·5	18·9	18·4	15·1	6·2	35·1	25·9	22·6	44·1	28·4	51·6
22—Toronto	19·6	18·1	17·2	15·0	4·3	30·3	26·6	18·9	40·2	23·7	46·3
23—Windsor	19·5	20·3	20·0	13·5	4·6	27·4	31·7 [i]	19·7	42·0	27·4	48·7
Manitoba—											
24—Brandon	23·0	20·3	20·7	14·6	8·3	30·3	27·1	25·9	45·6	27·4 [t]	70·3
25—Winnipeg	21·9	19·8	20·0	13·8	6·3	25·1	27·2 [k]	25·9	45·0	25·0 [p t]	66·4
Saskatchewan—											
26—Moose Jaw	24·7	19·0	.....	.....	6·9	32·3	.....	20·2	48·0	30·3	.....
27—Regina	24·3	18·5	21·7	14·2	7·7	30·6	27·3 [k]	23·0	43·8	28·3 [t]	74·0
28—Saskatoon	23·7	19·6	21·0	15·3	7·7	37·9	28·6 [k]	22·8 [k]	44·7	35·0 [t]	70·9
Alberta—											
29—Calgary	24·0	18·0	20·3	14·5	6·4	30·6	27·7 [k]	21·9	42·3	29·1 [t]	69·7
30—Drumheller	25·1	17·9	21·7	13·3	7·1	36·8	25·0 [k]	23·7	43·5	29·4 [t]	73·2
31—Edmonton	24·0	18·6	20·8	15·2	7·3	31·0	27·0	21·7	42·3	26·8 [t]	71·5
British Columbia—											
32—Prince Rupert	25·1	18·4	17·3	16·1	6·9	46·9	28·7 [k]	22·0	44·1	27·0 [t]	70·1
33—Trail	24·8	19·0 [m]	23·3 [m]	17·1	7·1	34·0	29·9 [k]	23·0	45·0	31·3 [t]	71·0
34—Vancouver	21·0	18·7 [m]	14·4 [m]	14·3	5·3	36·5	26·1	20·4	36·9	20·5 [p t]	63·4
35—Victoria	20·7	16·9	16·2	15·2	6·6	37·3	25·5	20·1	40·5	22·9	68·6

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short rib, roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar: Granulated, bulk or in bag, per lb.	Sugar: Yellow, branded package, per lb.	Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal: Anthracite, per ton	Coal: Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—									
1—St. Johns	47·2	49·0	37·5	12·0	.....	112·4 v	59·4 w	.....	22.85
P.E.I.—									
2—Charlottetown	21·5	41·5	36·2	12·2	11·7	114·3 v	50·5	.....	15.50
Nova Scotia—									
3—Halifax	22·9	41·7	34·5	11·6	12·7	109·1	50·2	.....	17. 00
4—Sydney	22·4	46·1	34·7	12·4	12·9	110·7	50·3	.....	12.10
New Brunswick—									
5—Moncton	23·5	39·4	34·7	12·5	.....	108·4	50·1	.....	16.47
6—Saint John	23·3	41·2	34·7	11·7	12·1	108·7	50·5	.....	18.13
Quebec—									
7—Chicoutimi	.....	49·7	36·8	12·3	11·7	114·7 v	58·0	26.25	.....
8—Montreal	20·7	41·1	30·3	11·4	11·9	106·5	55·0	26.25	.....
9—Quebec	21·3	44·6	33·2	11·9	11·9	110·0	56·5	25.00	.....
10—Sherbrooke	23·0	40·6	32·7	11·6	12·1	110·1	56·3	25.50	.....
11—Sorel	21·0	40·4	31·9	11·3	11·1	107·8	53·7	23.75	.....
12—Three Rivers	22·7	42·0	31·8	11·6	11·7	107·4	55·9	24.50	.....
Ontario—									
13—Cornwall	21·7	38·2	31·3	11·9	11·9	110·7	54·6	26.25	.....
14—Fort William	22·1	39·0	34·2	12·8	13·1	101·8	52·5	25.25	.....
15—Hamilton	22·4	34·4	30·6	11·7	12·5	102·5	55·0	24·00	.....
16—London	21·6	38·3	31·1	11·8	12·3	101·9	54·8	25.00	.....
17—North Bay	20·0	39·7	33·7	12·6	13·5	116·6 v	54·7	27·00	.....
18—Ottawa	21·8	41·7	30·7	11·8	12·1	103·3	54·3	25.50	.....
19—Sault Ste. Marie	22·8	38·0	32·6	12·3	12·3	101·9	55·4	24.75	.....
20—Sudbury	21·7	37·4	34·0	12·2	12·5	99·5	54·4	25.50	.....
21—Timmins	22·7	41·3	32·7	12·6	13·1	102·5	54·2	29.00	.....
22—Toronto	21·1	38·0	30·4	11·4	12·2	100·4	53·9	22.95	.....
23—Windsor	21·2	35·8	31·1	11·7	12·4	100·0	53·0	24.50	.....
Manitoba—									
24—Brandon	24·7	44·0	35·2	13·9	14·7	105·5	52·7	.....	17.00
25—Winnipeg	23·7	42·2	33·0	14·0	15·1	96·7	50·7	.....	18.45
Saskatchewan—									
26—Moose Jaw	.....	42·7	35·0	13·1	13·8	95·7	51·0	.....	15.50
27—Regina	24·0	42·7	36·8	13·4	14·3	104·3	51·9	.....	16.50
28—Saskatoon	23·8	48·3	34·9	13·8	15·0	100·2	49·9	.....	15.65
Alberta—									
29—Calgary	24·4	39·9	34·7	12·9	13·9	98·7	50·9	.....	13.00
30—Drumheller	26·6	44·6	36·6	13·2	15·0	102·2	53·0	.....	.....
31—Edmonton	24·3	41·6	35·1	12·9	14·4	105·2	50·9	.....	8·20
British Columbia—									
32—Prince Rupert	24·6	41·1	35·0	12·7	14·2	101·7	53·4	.....	19.75
33—Trail	24·3	41·2	34·1	12·8	13·9	98·4	52·0	.....	..17.25
34—Vancouver	21·4	35·6	30·9	11·0	12·6	94·7	51·6	.....	18·11
35—Victoria	22·1	38·2	32·0	11·8	13·1	98·6	51·7	.....	19.37

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk. 16·5c. per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 ounce fancy. (n) Mixed-California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935–39	1935–39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 (n)	June—Aug. 1939	1938	1936–39 =1000	1st Quarter 1949=1000
	(a)	(b)		(b)	(l)				(c)			(d)	(e)
1913	79·1	70·7											
1914	79·1	71·8		(g) 100					100		81·4		
1915	80·7	72·5		(i) 123							85·5		
1916	87·0	77·9		(i) 146							90·8		
1917	102·4	91·6		(i) 176							99·6		
1918	115·6	107·5		(i) 203					204		106·4		
1919	126·5	123·8		(i) 215					222		117·7		
1920	145·4	143·0		(i) 249					224		145·8		
1921	129·9	127·7		(i) 226					220		132·0		
1922	120·4	119·7		(i) 183					164		110·1		
1926	121·8	126·4		(i) 172	185				162	125	106·3	(f)	
1929	121·7	122·5		(i) 164	176				161	118	106·6	1150	
1933	94·4	92·4		(i) 140	151			(k)	131	99	93·2		
1939	101·5	99·4	100·0	(i) 158	178	108		107,5	138	(m) 103	99·9	1029	748
1940	105·6	100·2	100·7	(i) 184	205	129		122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	(i) 199	226	150		141·7	174	138	108·2	1111	810
1944	118·9	125·5	199·1	(i) 201	295	285		158·2	207	279	128·8	1270	872
1945	119·5	128·4	213·5	(i) 203	295	393		157·5	209	293	132·2	1270	884
1946	123·6	139·3	266·7	(i) 203	291	645		160·3	208	287	134·1	1278	891
1947	135·5	159·2	300·3	(i) 203		1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	171·2	318·9	(j) 108	99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	169·1	336·0	111		1818	4915	175·9	222	278	153·2	1596	1009
1950—January	161·0	166·9	347·0	113		1910	4735	175·8	158·9	282	154·8		
February	161·6	166·5	345·5	113	100	1920	4747	176·2	158·3	284	155·5		
March	163·7	167·0	347·0	113		1906	4682	176·0	158·1	287	156·4	1682	1020
April	164·0	167·3	350·5	114		1922	4752	176·2	157·5	288	157·2		
May	164·0	168·6	354·2	114	102	1906	4760	176·4	158·2	290	159·2		
June	165·4	170·2	354·6	114		1845	4823	176·7	158·4	290	161·0	1730	1052
July	167·5	172·5	355·6	114		1825	4824	177·1	158·4	292	159·8		
August	168·5	173·0	359·5	113	100	1925	4909	177·3	159·4	295	158·7		
September	169·8	173·8	362·1	114		2007	5007	178·0	160·0	297	159·0	1773	1087
October	170·7	174·8		115		2043	4946	178·0	160·8	304	162·0		
November	170·7	175·6		116		2055	4997	179·2	160·9	307			
December	171·1	178·4		116		2075			160·8	306			
1951—January	172·5	181·6				2103							
February	175·2												

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New index, Base 1st quarter of 1949=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914–47 on base July, 1914=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926–46 are on base July, 1914=100. (m) Average June–December. (n) New series, August, 1939=100, beginning January, 1950.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939=100)

SOURCE: Dominion Bureau of Statistics.

—	1913	1918	1929	1933	1939	1945	1950	Jan. 1950	Dec. 1950	Jan. 1951
All commodities	**83·4**	**166·0**	**124·6**	**87·4**	**99·3**	**132·4**	.....	**199·9**	**226·4**	**233·8**
Classified According to Chief Component Material—										
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	131·6	.....	192·6	209·6	214·1
II. Animals and Their Products	94·4	169·3	145·2	79·1	100·8	151·8	.....	235·9	277·1	290·4
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	130·8	.....	223·8	284·2	298·8
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	154·9	.....	246·2	273·8	284·5
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	117·9	.....	177·0	192·2	196·4
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	107·6	.....	146·8	173·1	174·7
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	116·4	.....	163·4	165·4	167·3
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	124·0	.....	150·6	172·9	179·7
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	95·1	137·2	.....	200·1	229·2	235·6
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	129·8	.....	200·3	225·5	233·6
*General Building Materials	76·2	125·9	112·6	89·1	102·0	144·8	.....	229·1	267·6	279·7
Canadian Farm Products—										
Field	.....	.....	137·2	69·3	83·7	160·4	.....	184·9	156·6	159·5
Animal	.....	.....	144·4	69·2	101·5	170·2	.....	253·5	298·4	310·9
TOTAL	.....	.....	140·8	69·3	92·6	165·3	.....	219·2	227·5	235·2

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926=100.
The indexes for 1950 and 1951 are subject to revision.

P.W. 50—22/2/51.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY 1950-1951†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1951*						
January	17‡	17	6,253‡	6,253	16,763	0·02
February	14	18	4,324	4,508	18,878	0·02
Cumulative totals	31		10,577		35,641	0·02
1950						
January	9‡	9	2,381‡	2,381	38,588	0·04
February	11	16	3,053	3,861	24,871	0·03
Cumulative totals	20		5,434		63,459	0·04

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day, Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to February, 1951				
MANUFACTURING—				
Boots and Shoes (Leather)				
Shoe factory workers, Quebec, P.Q.	1	78	1,636	Commenced January 31; for increased wages; piece rates; terminated February 24; negotiations; in favour of workers.
Textiles, Clothing, etc.—				
Cotton and rayon underwear factory workers, Sherbrooke, P.Q.	1	15	200	Commenced May 11, 1950; for a new agreement providing for increased wages, following reference to court of referees; employment conditions no longer affected by the end of February; indefinite.
Miscellaneous—				
Furniture and clothing factory workers, Victoria, B.C.	2	51	1,100	Commenced January 26; for implementation of unanimous award of conciliation board for increased wages in union agreement under negotiations; terminated February 28; negotiations; in favour of workers.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Fort William and Port Arthur, Ont.	5	40	600	Commenced January 29; jurisdictional dispute as to whether metal sheeting should be applied by carpenters or sheet metal workers; terminated February 21; return of workers pending reference to arbitration board; indefinite.
Strikes and Lockouts Commencing During February, 1951				
LOGGING—				
Loggers, Menzies Bay, B.C.	1	100	200	Commenced February 8; against dismissal of a faller for failure to bring in his saw from the bush; terminated February 9; return of workers pending further negotiations; indefinite.
MINING—				
Coal miners, Drumheller, Alta.	1	150	150	Commenced February 14; dispute over removal of dirt caused by coal cutting machine; terminated February 14; return of workers pending further negotiations; indefinite.
MANUFACTURING—				
Rubber and Its Products—		[3]		
Tire factory workers, Kitchener, Ont.	1	827	1,600	Commenced February 9; protest against 3-day suspension of a curing press operator for negligence; terminated February 14; return of workers; in favour of employer.
Fur and Leather Products—				
Handbag factory workers, Montreal, P.Q.	1	23	35	Commenced February 27; protest against disciplining one worker for absenteeism; unterminated.
Textiles, Clothing, etc.—				
Knitting factory workers, Whitby, Ont.	1	30	90	Commenced February 26; for a new agreement providing for increased wages and check-off, following reference to conciliation board; unterminated.
Printing and Publishing—				
Bookbinders, Toronto, Ont.	1	21	145	Commenced February 20; protest against decision to eliminate union shop clause from memorandum of agreement signed February 16; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, FEBRUARY, 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During February, 1951—*Concluded*				
Metal Products—		[4]	[4]	
Steel products factory workers, London, Toronto, Ont., Montreal, P.Q., and Winnipeg, Man.	5	2,350	9,400	Commenced February 2, 5, 6 and 13; for increased wages; terminated February 16; conciliation, provincial, and negotiations; compromise on wage increase, plus cost-of-living escalator clause.
Foundry and machine shop workers, Toronto, Ont.	1	392	880	Commenced February 8; for settlement of grievance *re* method of weighing materials on moulding conveyor; terminated February 12; return of workers pending settlement; indefinite.
Refrigerator factory workers, Brantford, Ont.	1	200	2,400	Commenced February 13; inter-union dispute *re* bargaining agency; unterminated.
Steel barrel factory workers, Hamilton, Ont.	1	19	15	Commenced February 28; protest against suspension of a worker following disagreement with foreman; unterminated.
Non-Metallic Minerals, Chemicals, etc.—				
Rock wool insulation factory workers, Burdick, Sask.	1	10	45	Commenced February 20; protest against lay-off of a worker following demands for increased wages; terminated February 26; negotiations; compromise, increase in wages granted.
CONSTRUCTION—				
Buildings and Structures—				
Labourers, Hamilton, Ont.	1	40	20	Commenced February 2; for increased wages; terminated February 2; return of workers; in favour of employer.
Painters, decorators and paperhangers, London, Ont.	16	100	300	Commenced February 16; for union shop clause in union agreement under negotiations; terminated February 20; return of workers pending reference to provincial conciliation; indefinite.
TRADE—				
Brewery warehouse and retail stores workers, Windsor, Ont.	8	62	62	Commenced February 10; alleged delay in negotiations for a new agreement providing for increased wages pending report of conciliation board; terminated February 10; return of workers pending settlement; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 266 indirectly affected.

(4) Three establishments in Ontario, 1,899 workers, 7,600 day's loss; Quebec, one establishment, 411 workers, 1,650 day's loss; Manitoba, one establishment, 40 workers, 150 day's loss.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA BY MAIN INDUSTRY GROUPS 1928-1950

—	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932	154	73	30	123	116	124	21	196	51	2	83	1	974
1933	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948	94	171	30	194	268	182	45	248	45	3	106	1	1,387
1949	118	145	33	203	250	152	42	257	44	2	133	6	1,385
1950 (1)	60	150	42	166	243	152	62	195	54	.....	116	.....	1,240

(1) Preliminary figures.

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products	Chemical and Allied Products
Prime Movers:																					
Motors, engines, fans, pumps and automatic stokers	....	2	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1	....	....	....
Shafting, coupling, collars, set screw and keys	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1	....	....	....
Belts, lines, pulleys, chains and sprockets	1	1	....	1	....	1	....	14	1	..	1	....	....	6	..	2	..	2	....	1	....
Gears, cogs, cams, and friction wheels	....	1	....	1	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Total	1	4	....	2	....	2	....	16	1	..	1	....	....	6	..	2	..	4	....	1	....
Working Machines	....	1	....	1	....	..	1	10	....	..	1	....	....	5	1	1	..	1	1	....	....
Hoisting Apparatus:																					
Elevators	....	....	....	2	2	..	....	6	....	....	....	1	....	....	....	....	....	4	....	....	....
Conveyors and others	....	....	....	....	....	....	....	2	1	....	....	....	....	....	....	....	....	....	1	....	....
Total	....	....	....	2	2	..	....	8	1	....	....	1	....	....	....	....	....	4	1	....	....
Dangerous Substances:																					
Steam escapes, boiler explosions, compressed air	....	....	....	....	....	....	....	6	....	1	..	....	....	....	....	....	....	4	....	....	....
Explosive substances	2	1	1	5	2	1	2	1	....	..	....	....	....	....	....	1	....	....	....	....	....
Electric current	....	....	....	2	....	2	....	9	....	..	....	....	....	1	..	1	..	3	1	1	2
Hot and inflammable substances and flames	....	....	1	9	7	..	2	4	....	..	1	....	....	....	....	....	....	2	1	....	....
Conflagrations	2	....	....	....	....	....	....	13	....	..	11	....	....	....	....	1	....	1	....	....	....
Gas fumes, poisons, etc	....	....	1	5	3	..	2	11	....	..	....	....	....	....	....	....	2	3	1	1	....
Explosions, mine (gas, coal dust, etc.)	....	....	....	3	1	1	1	..	....	..	....	....	....	....	....	....	....	....	....	....	....
Total	4	1	3	24	13	4	7	44	....	1	12	....	....	1	2	3	1	13	3	2	2
Striking Against or Being Struck by Objects:																					
Striking against objects	....	....	....	....	....	....	....	2	1	..	....	....	....	....	....	....	....	1	....	....	....
Being struck by objects	3	5	....	3	....	2	1	5	....	1	..	....	....	2	..	....	....	2	....	....	....
Total	3	5	....	3	....	2	1	7	1	1	..	....	....	2	..	....	....	3	....	....	....
Falling Objects:																					
Collapse of structure	....	....	....	....	....	....	....	4	....	..	....	....	....	1	..	1	..	1	....	1	....
Breaking or loosening of straps, cables, etc	....	5	....	3	1	..	2	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Objects falling from elevations, loads, piles	....	13	....	3	....	1	2	17	....	1	..	....	....	5	2	2	..	4	1	....	1
Objects falling in mines and quarries	....	....	....	27	13	13	1	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Falling trees and limbs	1	48	....	....	....	....	....	5	....	....	....	....	....	3	2	....	....	....	....	....	....
Others	2	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1	....	....	....
Total	3	66	....	33	14	14	5	27	....	1	..	....	....	9	4	3	..	6	1	1	1
Handling of Objects:																					
Heavy objects, rolling, carrying, loading etc	....	15	....	....	....	....	....	7	....	....	....	....	....	....	2	....	....	5	....	....	....
Sharp objects	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....
Total	....	15	....	....	....	....	....	7	....	....	....	....	....	....	2	....	....	5	....	....	....
Tools	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....

Shipbuilding	Miscellaneous Products	**Construction**	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	**Electricity, Gas, and Water Production and Supply**	**Transportation and Public Utilities**	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	**Trade**	Wholesale	Retail	**Finance**	**Service**	Public Administration	Recreational	Laundering, Dyeing and Cleaning	Personal, Domestic and Business	Professional	**Unclassified**	**TOTAL**
.....	..	1	..	..	..	1	....	1	1	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	6
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
.....	1	1	..	..	..	1	....	2	..	1	..	..	..	1	..	..	..	1	..	1	..	1	1	..	..	..	..	..	22
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
.....	1	2	..	..	..	2	....	4	1	1	1	..	..	2	..	..	..	1	..	1	..	1	1	..	..	..	..	..	31
.....	..	2	..	..	2	....	4	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	19
.....	1	2	1	..	..	1	....	..	..	..	..	..	..	..	..	..	..	2	2	..	..	4	4	..	..	..	..	..	16
.....	..	1	..	..	..	1	....	1	1	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	5
.....	1	3	1	..	..	2	....	1	1	..	..	..	..	..	..	..	..	2	2	..	..	5	5	..	..	..	..	..	21
1	..	1	..	..	..	1	....	3	1	..	2	..	..	..	..	..	..	1	..	1	..	..	..	..	..	..	..	..	11
.....	..	2	..	..	..	..	....	1	..	..	..	..	1	..	..	..	..	4	..	4	..	4	4	..	..	..	..	..	21
.....	..	11	5	..	1	5	23	..	..	..	..	..	..	..	..	..	..	2	1	1	..	4	4	..	..	..	..	..	51
.....	..	3	..	..	..	3	4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	2	..	..	..	..	..	23
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	7	..	7	..	4	1	..	..	3	..	..	26
2	1	1	..	..	..	1	....	3	..	..	1	..	1	..	..	..	1	..	..	..	..	6	3	..	..	2	1	..	27
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3
3	1	18	5	..	3	10	27	7	1	..	3	..	2	..	..	..	1	14	1	13	..	20	14	..	..	5	1	..	162
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2
.....	..	4	1	..	..	3	1	3	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	24
.....	..	4	1	..	..	3	1	3	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	26
.....	..	6	2	..	..	4	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	..	..	..	..	11
.....	..	..	..	..	..	..	....	2	..	..	2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10
1	..	5	2	..	..	3	1	2	..	..	1	..	1	..	..	..	..	1	..	1	..	1	1	..	..	..	..	..	43
.....	..	..	..	..	..	..	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	27
.....	..	1	..	..	..	1	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5	5	..	..	..	..	..	60
.....	..	1	..	..	1	....	3	2	..	..	1	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9
1	..	13	4	..	1	8	4	6	..	..	4	..	2	..	..	..	..	1	..	1	..	7	7	..	..	..	..	..	160
.....	..	3	..	..	..	3	1	1	..	..	..	..	1	..	..	..	..	2	1	1	..	..	..	..	..	..	..	..	29
.....	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
.....	..	3	..	..	..	3	2	1	..	..	..	..	1	..	..	..	..	2	1	1	..	..	..	..	..	..	..	..	30
.....	..	2	..	..	..	2	....	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products	Chemical and Allied Products
Moving Trains, vehicles, etc:																					
Derailments, collisions								1											1		
Being struck or run over by, or crushed by, or between, car and engines		1						3	1									1	1		
Falling from or in cars or engines		2		1	1																
Mine and quarry cars				12	3	8	1	1												1	
Automobiles and other power vehicles and implements	19	18		12			12	25	9		1	1		5		1		8			
Animal-drawn vehicles and implements	2																				
Watercraft	1	4	23	1	1			3													
Aircraft		2																			
Total	22	27	23	26	5	8	13	33	10		1	1		5		1		8	2	2	
Animals:																					
Horses, n.e.s.	5	1		1	1																
Other animals	6																				
Total	11	1		1	1																
Falls of persons:																					
From elevations	3			7	3	1	3	7	1					1		1		2	1		
From ladders	1		1					1	1												
Into pits, shafts, harbours, rivers, etc		8	5	6	5		1	11		1				2		5		1			
Into holds of vessels				1		1		2													
On the level		1						3						2						1	
From loads, etc		2		1		1		4								3			1		
Collapse of support		1						4	1									3			
On sharp objects								2							2						
Down stairs and inclines								1					1								
Into tanks, vats, kilns, etc								4	1					2						1	
Total	4	12	6	15	8	3	4	39	4	1			1	7	2	9		6	2	2	
Other Causes:																					
Infection, n.e.s.																					
Industrial disease, strain etc	3	2		41	30	9	2	48	2		1			4		2	2	29	2	4	2
Drowning, n.e.s.	2	13	7					2									1		1		
Shooting and violence	1		2	1		1															
Cave ins, land slides, ice jams, etc	1			16	2	14															
Lightning, frost, storms, sunstroke	3	1	1																		
No particulars	2	2		1			1	2						1		1					
Total	12	18	10	59	32	24	3	52	2		1			5		1	3	29	3	4	2
Grand Total	60	150	42	166	75	57	34	243	19	4	16	2	1	40	11	20	4	79	13	12	5

Shipbuilding	Miscellaneous Products	**Construction**	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	**Electricity, Gas, and Water Production and Supply**	**Transportation and Public Utilities**	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	**Trade**	Wholesale	Retail	**Finance**	**Service**	Public Administration	Recreational	Laundering, Dyeing and Cleaning	Personal, Domestic and Business	Professional	**Unclassified**	**TOTAL**
.....	..	.....	.....	.....	.....	.....	.....	23	23	..	..	..	..	..	..	..	..	.....	.....	.....	.....	1	1	..	..	.....	.....	.....	25
.....	..	1	.....	.....	.....	1	.....	41	37	..	..	..	2	..	2	..	..	2	1	1	....	.....	.....	..	..	.....	.....	.....	48
.....	..	.....	.....	.....	.....	.....	.....	6	6	..	..	..	..	..	..	..	..	.....	.....	.....	.....	1	1	..	..	.....	.....	.....	10
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	13
.....	..	27	..	..	10	17	10	36	3	3	..	..	28	..	2	..	..	23	6	17	....	24	22	..	..	2	....	.....	194
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	.....
3	..	1	..	..	..	1	1	3	..	..	3	..	..	..	..	..	..	.....	.....	.....	.....	7	7	..	..	.....	.....	.....	2
.....	..	.....	.....	.....	.....	.....	.....	15	.....	..	..	15	..	..	..	..	..	.....	.....	.....	.....	6	6	..	..	.....	.....	.....	44
3	..	29	..	..	10	19	11	124	69	3	3	15	30	..	4	..	..	25	7	18	....	39	36	1	..	2	....	.....	23
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	359
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	7
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	6
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	13
1	..	28	12	..	2	14	2	5	4	..	..	..	..	1	..	..	..	2	1	1	....	2	1	..	..	1	....	.....	56
.....	..	3	.....	.....	.....	3	.....	1	1	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	7
2	..	9	1	..	2	6	1	9	.....	..	..	9	..	..	..	..	..	.....	.....	.....	.....	8	7	1	..	.....	.....	.....	57
3	..	.....	.....	.....	.....	.....	.....	6	.....	..	..	6	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	9
.....	..	2	1	..	1	.....	.....	1	1	..	..	..	..	..	..	..	..	.....	.....	.....	.....	3	3	..	..	.....	.....	.....	10
.....	..	1	.....	.....	.....	1	.....	.....	.....	..	..	..	..	..	..	..	..	1	.....	1	.....	.....	.....	..	..	.....	.....	.....	9
.....	..	10	7	..	..	3	1	3	.....	..	..	..	1	..	2	..	..	.....	.....	.....	.....	1	.....	..	..	1	.....	.....	20
.....	..	1	.....	.....	.....	1	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	3
.....	..	2	2	..	..	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	5	2	1	..	2	.....	.....	8
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	1	.....	..	1	.....	.....	.....	5
5	..	56	23	..	5	28	4	25	6	..	..	15	..	1	1	2	..	3	1	2	....	20	13	2	1	4	....	.....	184
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	.....	.....	..	..	.....	.....	.....	.....
1	1	10	6	..	..	4	2	17	10	..	6	..	1	..	..	..	..	3	2	1	....	15	12	1	..	2	....	.....	141
.....	..	.....	.....	.....	.....	.....	4	2	.....	..	2	..	..	..	..	..	..	.....	.....	.....	.....	4	4	..	..	.....	.....	.....	34
.....	..	.....	.....	.....	.....	.....	.....	.....	.....	..	..	..	..	..	..	..	..	.....	.....	.....	.....	3	3	..	..	.....	.....	.....	7
.....	..	9	.....	.....	1	8	.....	3	3	..	..	..	..	..	..	..	..	.....	.....	.....	.....	1	1	..	..	.....	.....	.....	30
.....	..	.....	.....	.....	.....	.....	2	1	1	..	..	..	..	..	..	..	..	2	.....	2	.....	.....	.....	..	..	.....	.....	.....	10
.....	..	1	.....	.....	.....	1	1	.....	.....	..	..	..	..	..	..	..	..	1	1	.....	.....	1	1	..	..	.....	.....	.....	11
1	1	20	6	..	1	13	9	23	14	..	8	..	1	..	..	..	..	6	3	3	....	24	21	1	..	2	....	.....	233
13	4	152	40	..	22	90	62	195	92	4	37	15	37	3	6	..	1	54	15	39	....	116	97	4	1	13	1	.....	1,240

TABLE H-3.—FATAL INDUSTRIAL ACCIDENTS IN CANADA, BY PROVINCES AND INDUSTRIES [1]

Industry	1950[2] Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	1949[3] Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	....	**3**	**2**	**5**	**32**	**4**	**4**	**9**	**1**	.....	**60**	....	....	**3**	**2**	**10**	**60**	**9**	**19**	**9**	**6**	.....	**118**
Logging	....	....	**5**	**4**	**32**	**23**	....	**1**	**10**	**75**	.....	**150**	**1**	....	**4**	**3**	**24**	**25**	**1**	**2**	**14**	**71**	.....	**145**
Fishing and Trapping	**2**	....	**16**	....	....	**2**	**2**	.....	....	**17**	**3**	**42**	**6**	**1**	**2**	**2**	**1**	**2**	....	**2**	....	**17**	.....	**33**
Mining and Quarrying	**1**	....	**21**	**4**	**30**	**35**	**3**	**1**	**40**	**31**	.....	**166**	**3**	....	**23**	**2**	**40**	**59**	**5**	**1**	**34**	**33**	**3**	**203**
Metalliferous mining	....	....	1	....	17	31	3	.....	.....	23	.....	75	.....	.....	.....	.....	23	57	5	....	.....	27	3	115
Coal mining	1	....	19	4	.....	.....	.....	.....	26	7	.....	57	2	....	21	1	.....	.....	.....	.....	20	4	.....	48
Non-metallic mineral mining and quarrying n.e.s.	....	....	1	....	13	4	....	1	14	1	.....	34	1	....	2	1	17	2	....	1	14	2	.....	40
Manufacturing	**3**	....	**13**	**6**	**51**	**125**	**6**	**5**	**6**	**28**	.....	**234**	**3**	....	**5**	**8**	**77**	**117**	**6**	**2**	**10**	**22**	.....	**250**
Vegetable foods, drink and tobacco	....	....	1	....	2	10	2	1	1	2	.....	19	.....	.....	1	1	3	15	2	1	3	1	.....	27
Animal foods	....	....	.....	.....	.....	1	1	1	....	1	.....	4	.....	.....	.....	.....	1	9	.....	.....	.....	2	.....	12
Textiles and clothing	....	....	.....	.....	4	11	1	.....	.....	.....	.....	16	.....	.....	.....	.....	3	2	.....	.....	.....	1	.....	6
Leather, fur and products	....	....	.....	.....	1	1	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Rubber products	....	....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Saw and planing mill products	....	....	....	4	7	11	2	....	3	13	.....	40	.....	.....	1	....	6	5	.....	.....	3	11	.....	26
Wood products	....	....	.....	.....	4	3	....	1	1	2	.....	11	.....	.....	.....	.....	10	2	.....	.....	.....	2	.....	14
Pulp, paper and paper products	....	....	....	1	3	13	.....	.....	.....	3	.....	20	1	....	1	1	11	11	1	.....	.....	1	.....	27
Printing and publishing	....	....	.....	.....	1	2	.....	.....	.....	1	.....	4	.....	.....	.....	.....	1	3	1	.....	1	.....	.....	6
Iron, steel and products	1	....	10	....	11	52	....	2	....	3	.....	79	.....	.....	2	6	27	39	2	1	1	1	.....	79
Non-ferrous metal products	....	....	.....	.....	3	9	.....	.....	.....	1	.....	13	.....	.....	.....	.....	5	12	.....	.....	.....	2	.....	19
Non-metallic mineral products	....	....	.....	1	4	7	.....	.....	.....	.....	.....	12	2	....	.....	.....	2	11	.....	.....	2	.....	.....	17
Chemical and allied products	....	....	.....	.....	2	2	.....	.....	1	.....	.....	5	.....	.....	.....	.....	4	4	.....	.....	.....	.....	.....	8
Shipbuilding	2	....	1	....	7	1	.....	.....	.....	2	.....	13	.....	.....	.....	.....	3	2	.....	.....	.....	.....	.....	5
Miscellaneous products	....	....	1	....	2	1	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	2	.....	.....	.....	1	.....	3
Construction	....	....	**9**	**4**	**43**	**58**	**5**	**1**	**15**	**17**	.....	**152**	.....	.....	**6**	**5**	**35**	**51**	**5**	**4**	**21**	**25**	.....	**152**
Buildings and structures	....	....	1	1	8	22	1	....	3	4	.....	40	.....	.....	4	....	14	26	3	....	5	15	.....	67
Railway	....	....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Highway and bridge	....	....	4	....	4	11	.....	.....	1	2	.....	22	.....	.....	.....	3	4	4	1	.....	2	4	.....	18
Miscellaneous	....	....	4	3	31	25	4	1	11	11	.....	90	.....	.....	2	2	17	21	1	4	14	6	.....	67
Electricity, Gas and Water Production and Supply	....	....	**1**	**1**	**15**	**34**	**3**	**4**	**2**	**2**	.....	**62**	.....	.....	**2**	**1**	**11**	**16**	**2**	**1**	**4**	**5**	.....	**42**
Transportation, Storage and Communications	**3**	....	**9**	**3**	**37**	**63**	**8**	**8**	**22**	**41**	**1**	**195**	**1**	....	**8**	**10**	**56**	**98**	**12**	**13**	**23**	**31**	**5**	**257**
Steam railways	....	....	4	1	8	34	5	7	11	22	.....	92	1	....	4	3	18	42	8	9	17	13	.....	115
Street and electric railways	....	....	.....	.....	3	1	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	1	.....	.....	.....	3	.....	4
Water transportation	2	....	2	1	13	8	.....	.....	1	9	1	37	.....	.....	.....	1	10	13	.....	.....	.....	4	4	32
Air transportation	1	....	.....	.....	7	3	.....	.....	.....	4	.....	15	.....	.....	.....	.....	5	4	1	.....	.....	.....	1	11
Local and highway transportation	....	....	3	1	6	16	....	1	5	5	.....	37	.....	.....	2	6	21	34	3	2	5	10	.....	83
Storage	....	....	.....	.....	.....	.....	2	....	1	.....	.....	3	.....	.....	2	....	1	2	.....	1	....	1	.....	7
Telegraphs and telephones	....	....	.....	.....	.....	1	1	....	3	1	.....	6	.....	.....	.....	.....	1	2	....	1	1	.....	.....	5
Express	....	....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Unclassified	....	....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

Trade			**6**	**2**	**9**	**23**	**3**	**5**	**4**	**2**		**54**			**1**		**6**	**21**	**4**	**3**	**3**	**6**		**44**
Wholesale			1	1	2	6		1	3	1		15			1		2	10	1	2	2	4		22
Retail			5	1	7	17	3	4	1	1		39					4	11	3	1	1	2		22
Finance																		**2**						**2**
Service	**1**		**2**	**2**	**25**	**39**	**7**	**6**	**12**	**21**	**1**	**116**			**3**	**3**	**24**	**64**	**12**	**5**	**9**	**12**	**1**	**133**
Public administration	1		1	2	22	31	6	5	8	20	1	97			2	3	18	40	10	3	5	9	1	91
Recreational			1		2	1						4						7						7
Laundering, dyeing and cleaning						1						1												
Personal, domestic and business					1	5	1	1	4	1		13			1		5	13	1	1	3	2		26
Professional						1						1					1	4	1	1	1	1		9
Unclassified																	3			1	1	1		6
Total	**10**		**85**	**28**	**247**	**434**	**41**	**35**	**120**	**235**	**5**	**1,240**	**14**	**1**	**57**	**36**	**287**	**515**	**56**	**53**	**128**	**229**	**9**	**1,385**

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for June, September and December, 1950, and March, 1951. (2) Preliminary figures. (3) Revised figures for 1949.

TABLE H-4.—FATAL INDUSTRIAL ACCIDENTS IN CANADA IN 1950, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total, 1950 (1)	Per Cent of Total	Total, 1949 (2)	Per Cent of Total	Number Gainfully Employed (Thousands)
Agriculture	**4**	**4**	**2**	**5**	**13**	**4**	**3**	**5**	**7**	**5**	**6**	**2**	**60**	**4·8**	**118**	**8·5**	**1,082,0**(3)
Logging	**16**	**20**	**11**	**12**	**14**	**9**	**10**	**7**	**8**	**11**	**17**	**15**	**150**	**12·1**	**145**	**10·5**	**93·9**(3)
Fishing and Trapping	....	..	**11**	....	**1**	**1**	**2**	**2**	**8**	**5**	**9**	**3**	**42**	**3·4**	**33**	**2·4**	**66·1**(4)
Mining and Quarrying	**13**	**18**	**20**	**10**	**21**	**14**	**8**	**7**	**6**	**12**	**19**	**18**	**166**	**13·3**	**203**	**14·7**	**116·5**(5)
Metalliferous mining	6	10	8	3	16	6	1	4	4	4	5	8	75	6·0	115	8·3	65·3
Coal mining	3	6	7	2	4	7	5	3	2	4	7	7	57	4·6	48	3·5	28·6
Non-metallic mineral mining and quarrying, n.e.s	4	2	5	5	1	1	2	....	....	4	7	3	34	2·7	40	2·9	22·6
Manufacturing	**29**	**22**	**21**	**20**	**24**	**20**	**21**	**16**	**17**	**18**	**20**	**15**	**243**	**19·6**	**250**	**18·0**	**1,159·3**(5)
Vegetable foods, drink and tobacco	1	2	3	2	1	....	2	2	3	3	....	....	19	1·6	27	1·9	119·8
Animal foods	....	1	....	....	....	....	....	1	....	1	1	....	4	0·3	12	0·9	61·9
Textiles and clothing	10	....	2	....	....	....	1	....	1	1	1	....	16	1·3	6	0·4	183·0
Leather, fur and products	1	....	....	....	....	....	....	....	1	....	....	....	2	0·2	....	....	43·3
Rubber products	....	....	....	....	....	....	....	....	....	....	....	1	1	0·1	1	0·1	20·7
Saw and planing mill products	2	2	1	1	6	4	5	6	3	1	5	4	40	3·2	26	1·9	77·1
Wood products	2	3	1	1	1	1	....	1	....	....	....	1	11	0·9	14	1·0	42·5
Pulp, paper and paper products	3	3	....	....	2	3	....	4	....	2	1	2	20	1·6	27	1·9	76·2
Printing and publishing	1	....	1	....	....	....	....	....	1	1	....	....	4	0·3	6	0·4	57·0
Iron, steel and products	7	7	7	8	10	8	7	1	2	8	9	5	79	6·4	79	5·7	310·5
Non-ferrous metal products	....	1	1	3	....	1	3	....	1	....	2	1	13	1·0	19	1·4	44·3
Non-metallic mineral products	1	1	3	2	1	....	....	....	3	1	....	....	12	1·0	17	1·2	42·5
Chemical and allied products	....	....	2	....	....	....	1	1	....	....	1	....	5	0·4	8	0·6	40·5
Shipbuilding	1	2	....	2	3	2	1	....	2	....	....	....	13	1·0	5	0·4	13·6
Miscellaneous products	....	....	....	1	....	....	1	....	1	....	....	1	4	0·3	3	0·2	26·4
Construction	**15**	**7**	**6**	**10**	**11**	**9**	**15**	**21**	**23**	**15**	**12**	**8**	**152**	**12·3**	**152**	**11·0**	**363·0**(5)
Buildings and structures	4	....	1	....	1	4	8	10	6	3	2	1	40	3·2	67	4·9	.....
Railway	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Highway and bridge	....	2	....	....	....	3	1	1	8	3	4	....	22	1·8	18	1·2	.....
Miscellaneous	11	5	5	10	10	2	6	10	9	9	6	7	90	7·3	67	4·9	.....
Electricity, Gas, and Water Production and Supply	**6**	**5**	**6**	**2**	**6**	**9**	**8**	**7**	**5**	**6**	**2**	....	**62**	**5·0**	**42**	**3·0**	**29·3**(6)

Transportation, Storage and Communications	**15**	**9**	**20**	**6**	**15**	**21**	**20**	**11**	**17**	**17**	**25**	**19**	**195**	**15·7**	**257**	**18·6**	
Steam railways	13	5	12	4	2	10	10	6	6	7	10	7	92	7·4	115	8·3	192·4(7)
Street and electric railways						1	2					1	4	0·3	4	0·3	21·9(7)
Water transportation		2	1		8	6	3	2	6	4	2	3	37	3·0	32	2·3	20·5(7)
Air transportation					1		1	1	1	1	7	3	15	1·2	11	0·8	6·7(7)
Local and highway transportation	2	2	5	2	2	4	2	2	4	4	5	3	37	3·0	83	6·0	26·6(6)
Storage			2									1	3	0·2	7	0·5	4·1(7)
Telegraphs and telephones					2		2				1	1	6	0·5	5	0·4	51·9(7)
Express																	8·8(7)
Unclassified										1			1	0·1			
Trade	**5**	**3**	**4**	**6**	**4**	**4**	**2**	**6**	**7**	**2**	8	**3**	**54**	**4·4**	**44**	**3·2**	**465·1**(5)
Wholesale	1		2	2	3	2	1	1	2			1	15	1·2	22	1·6	112·9
Retail	4	3	2	4	1	2	1	5	5	2	8	2	39	3·2	22	1·6	352·2
Finance															**2**	**0·1**	**86·7**(3)
Service	**5**	**9**	**6**	**3**	**11**	**11**	**16**	**18**	**10**	**9**	**9**	**9**	**116**	**9·4**	**133**	**9·6**	**792·3**(3)
Public administration	5	5	4	3	11	9	15	16	9	8	4	8	97	7·9	91	6·6	135·9
Recreational						1		1	1		1		4	0·3	7	0·5	17·5
Laundering, dyeing and cleaning			1										1	0·1			22·7
Personal, domestic and business		4	1				1	1		1	4	1	13	1·0	26	1·9	352·2
Professional establishments						1							1	0·1	9	0·6	264·0
Unclassified															**6**	**0·4**	
Total	**108**	**97**	**107**	**74**	**120**	**102**	**105**	**100**	**108**	**100**	**127**	**92**	**1,240**	**100·0**	**1,385**	**100·0**	

(1) Preliminary figures. (2) Revised figures. (3) Decennial Census 1941. (4) Fishermen only; Industry and Merchandising Division D.B.S. 1948. (5) Industry and Merchandising Division D.B.S. 1949 (6) Transportation Division D.B.S. 1948. (7) Transportation Division D.B.S. 1949.

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only[1]	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia	3,482	7,715	582	44	11,823
New Brunswick	2,577	5,264	263	22	8,126
Quebec					53,651
Ontario	30,672	21,203	1,020	215	53,110
Manitoba	5,128	4,044	196	33	9,401
Saskatchewan	2,466	2,670	107	17	5,260
Alberta	5,211	6,483	101	37	11,832
British Columbia	11,994	14,915	735	132	27,776
Total					180,979
1943					
Nova Scotia	7,459	8,756	616	100	16,931
New Brunswick	3,926	7,175	225	29	11,355
Quebec					90,564
Ontario	72,532	46,670	1,692	343	121,237
Manitoba	7,287	6,369	244	48	13,948
Saskatchewan	3,162	3,615	121	23	6,921
Alberta	9,035	10,176	141	78	19,700
British Columbia	34,919	32,521	979	216	68,635
Total					349,291
1944					
Nova Scotia	7,558	8,561	543	63	16,725
New Brunswick	3,933	7,201	206	25	11,365
Quebec					84,308
Ontario	66,819	40,191	2,210	286	109,506
Manitoba	7,182	6,163	251	34	13,630
Saskatchewan	3,010	3,626	122	26	6,784
Alberta	9,353	9,379	506	48	19,286
British Columbia	27,757	31,504	1,057	145	60,463
Total					322,067
1945					
Nova Scotia	6,748	9,219	515	55	16,537
New Brunswick	3,309	7,652	200	32	11,193
Quebec					82,724
Ontario	61,298	39,741	2,321	333	103,693
Manitoba	7,277	5,885	284	31	13,477
Saskatchewan	3,069	4,305	123	12	7,509
Alberta	6,171	12,546	363	74	19,154
British Columbia	25,718	28,871	1,128	137	55,854
Total					310,141
1946					
Nova Scotia	6,623	10,361	469	57	17,507
New Brunswick	4,824	8,183	237	31	13,275
Quebec					90,900
Ontario	76,411	43,426	2,440	246	122,523
Manitoba	8,021	6,461	279	34	14,795
Saskatchewan	4,167	5,160	161	21	9,509
Alberta	9,467	13,186	351	64	23,068
British Columbia	29,387	29,279	1,113	168	59,947
Total					351,524
1947					
Nova Scotia	7,491	8,501	409	44	16,445
New Brunswick	5,663	8,746	247	37	14,693
Quebec					96,135
Ontario	77,283	38,744	1,006	159	117,192
Manitoba	8,936	6,482	299	29	15,746
Saskatchewan	4,658	5,331	142	21	10,152
Alberta	11,951	13,362	464	87	25,864
British Columbia	40,556	33,083	1,203	176	75,018
Total					371,245

TABLE H-5.—INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS—Concluded

Province	Medical aid only[1]	Temporary disability	Permanent disability	Fatal	Total
1948					
Nova Scotia	7,952	9,039	474	54	17,519
New Brunswick	6,351	8,512	223	29	15,115
Quebec					93,028
Ontario	109,904	49,390	2,199	240	161,733
Manitoba	10,019	6,414	320	30	16,753
Saskatchewan	5,082	5,386	142	17	10,627
Alberta	15,374	12,560	522	101	28,557
British Columbia	41,311	31,269	1,261	223	74,064
Total					417,396
1949					
Newfoundland [3]		10	15	10	35
Prince Edward Island [4]	103	113	3		219
Nova Scotia	8,483	8,032	491	49	17,055
New Brunswick	6,426	7,130	220	18	13,794
Quebec					85,040
Ontario	117,239	47,400	1,740	283	166,632
Manitoba	10,654	6,132	308	31	17,125
Saskatchewan	5,504	5,204	103	19	10,830
Alberta	18,213	13,423	645	115	32,396
British Columbia	40,609	27,049	1,416	178	69,252
Total					412,378
1950[2]					
Newfoundland		12	26	3	41
Prince Edward Island	320	363	3		686
Nova Scotia	7,941	7,729	123	57	15,850
New Brunswick				24	13,260
Quebec				197	86,246
Ontario	118,001	43,820	1,677	225	163,723
Manitoba	10,256	5,903	296	29	16,484
Saskatchewan	6,576	6,214	123	31	12,944
Alberta	18,836	13,804	577	120	33,337
British Columbia	43,992	25,852	1,498	162	71,504
Total					414,075

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.
[2] Preliminary figures.
[3] For the period April 1 to December 31, 1949.
[4] For the period July 1 to December 31, 1949.

THE NATIONAL EMPLOYMENT SERVICE

PROVIDES FREE SERVICE TO BOTH EMPLOYERS AND EMPLOYEES THROUGHOUT CANADA

Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Local Employment Offices are operated at the following points:—

NEWFOUNDLAND

Corner Brook
Grand Falls
St. John's

PRINCE EDWARD ISLAND

Charlottetown
Summerside

NOVA SCOTIA

Amherst
Bridgewater
Dartmouth
Glace Bay
Halifax
Inverness
Kentville
Liverpool
New Glasgow
New Waterford
North Sydney
Pictou
Springhill
Sydney
Sydney Mines
Truro
Yarmouth

NEW BRUNSWICK

Bathurst
Campbellton
Chatham
Edmundston
Fredericton
Minto
*Moncton
Newcastle
Sackville
Shediac
Saint John
St. Stephen
Sussex
Woodstock

QUEBEC

Arvida
Asbestos
Beauharnois
Buckingham
Causapscal
Chandler
Chicoutimi
Coaticook
Dolbeau
Drummondville
East Angus
Farnham
Granby
‡Grindstone (Magdalen Islands)

QUEBEC—*con.*

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Joliette
Jonquière
Lachine
Lachute
La Malbaie
La Tuque
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Matane
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Mont Laurier
Montmagny
Montmorency
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Plessisville
Pointe-aux-Trembles
Port Alfred
Quebec
Richmond
Rimouski
Rivière du Loup
Rouyn
Ste. Agathe
Ste. Anne de Bellevue
St. Georges de Beauce
St. Hyacinthe
St. Jean
St. Jérôme
St. Joseph d'Alma
Ste. Thérèse
Shawinigan Falls
Sherbrooke
Sorel
Thetford Mines
Three Rivers
Val d'Or
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ONTARIO

Arnprior
Barrie
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Bracebridge
Brampton
Brantford
Brockville
Carleton Place
Chatham
Cobourg
Collingwood
Cornwall
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Fort Frances
Fort William
Galt
Gananoque
Goderich
Guelph

ONTARIO—*con.*

Hamilton
Hawkesbury
Ingersoll
Kapuskasing
Kenora
Kingston
Kirkland Lake
Kitchener
Leamington
Lindsay
Listowel
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Midland
Napanee
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Pembroke
Perth
Peterborough
Picton
Port Arthur
Port Colborne
Port Hope
Prescott
Renfrew
St. Catharines
St. Thomas
Sarnia
Sault Ste. Marie
Simcoe
Smiths Falls
Stratford
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SASKATCHEWAN

Estevan
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North Battleford
Prince Albert
Regina
Saskatoon
Swift Current
Weyburn
Yorkton

ALBERTA

Blairmore
Calgary
Drumheller
Edmonton
Edson
Lethbridge
Medicine Hat
Red Deer

BRITISH COLUMBIA

Chilliwack
Courtenay
Cranbrook
Dawson Creek
Duncan
Kamloops
Kelowna
Nanaimo
Nelson
New Westminster
North Vancouver
Penticton
Port Alberni
Prince George
Prince Rupert
Princeton
Trail
*Vancouver
Vernon
Victoria

YUKON TERRITORY

‡Dawson City
Whitehorse
(Administered from Vancouver Regional Office)

N. W. TERRITORIES

**Yellowknife

* Both Regional and Local Offices at these centres.
‡ Agency established at these centres.
** Grade One Office under supervision of Regional Office at Winnipeg.

CANADA

DEPARTMENT OF LABOUR

Economics and Research Branch

STRIKES AND LOCKOUTS IN CANADA DURING 1950

WITH INFORMATION FOR CERTAIN OTHER COUNTRIES

Issued as a Supplement to

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April, 1951

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STRIKES AND LOCKOUTS IN CANADA, 1950

The outstanding feature of the year was Canada's first nation-wide railway strike. The nine-day work stoppage in August of 128,000 non-operating railway workers caused a time loss of a million days. This was the only strike with a high time loss during the year and with this exception strike idleness was moderate. Only five other stoppages showed losses greater than 20,000 days and none of these was over 30,000 days. A summary of the railway strike is given in this review, with reference to special articles in the LABOUR GAZETTE, *covering the periods preceding, during and following the strike.*

There were 161 strikes and lockouts in 1950, an increase of 15 per cent over the previous year, but less than the annual average of 230 during the preceding 10 years. The number of workers involved in 1950 was 192,000, the second highest of any year in the records of the Department. The highest was in 1943, when 402 strikes and lockouts, involved 218,000 workers and caused a loss of 1,040,000 days. The time loss of 1,400,000 days in 1950 was greater than in 1948 and 1949, but in six previous years, 1911, 1919, 1922, 1945, 1946 and 1947, strike idleness was higher than in 1950. The greatest amount of time lost in any year was in 1946, following World War II, when 228 strikes and lockouts, with 139,000 workers involved, caused a loss of 4,500,000 days. The second highest was in 1919, following the first world war, with 336 stoppages, 149,000 workers and a loss of 3,400,000 days.

In 1950, only 55 strikes and lockouts arose out of disputes over renewals of existing contracts, the great majority of agreements having been negotiated without resort to strike action. The latest figures available show that in 1949 collective agreements in effect covered more than 1,224,000 workers (L.G., Dec., 1950, p. 2023).

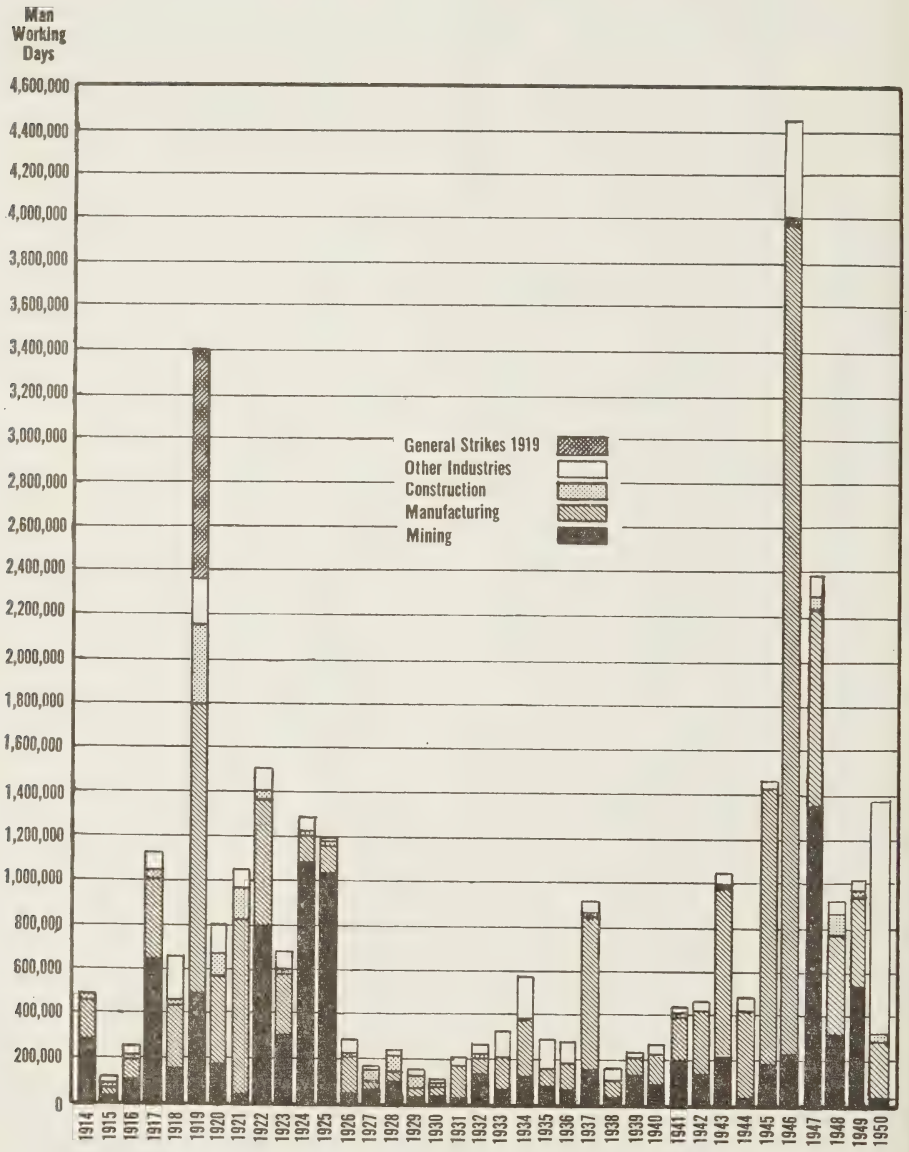
Detailed figures for the last three years show 161 strikes and lockouts in 1950, 137 in 1949 and 154 in 1948. The number of workers involved was 192,153 in 1950, 51,437 in 1949, and 42,820 in 1948. The time loss in 1950 was 1,389,039 man-working days, 1,063,667 days in 1949, and 885,793 days in 1948.

Based on the number of wage and salary workers in Canada, the total amount of time lost in 1950 was about one-tenth of one per cent of the estimated working time, approximately the same percentage as in 1948 and 1949, one-quarter of one per cent in 1947, and one-half of one per cent in 1946. The total time lost in 1950 was equivalent to an average loss for each wage and salary worker in Canada of less than one-half day, one-third of a day in 1949, one-quarter of a day in 1948, three-quarters of a day in 1947, and one and one-half days in 1946. The average loss of time for each worker involved in strikes and lockouts in 1950 was about seven days, 21 days in 1948 and 1949, 23 days in 1947, 32 days in 1946, 15 days in 1945, less than eight days in each of the preceding seven years, and 41 days in 1925, the highest on record.

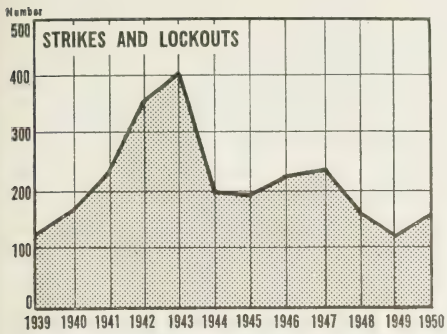
For the past five years the impact of steadily rising prices on the family budget of the Canadian worker has been reflected in the number and importance of strikes and lockouts arising out of demands for increased wages. In 1950, this demand for higher wage rates, frequently accompanied by other issues affecting unionism and working conditions, was the central cause of 48 per cent of the strikes and lockouts, affected 82 per cent of the total workers, and caused 94 per cent of the total time loss. In the same comparison, the figures for 1949 were: 63 per cent of the stoppages, 56 per cent of the workers and 84 per cent of the time loss; in 1948, 68 per cent of the strikes, 71 per cent of the workers, and 83 per cent of the loss; in 1947, 66 per cent of the strikes, 79 per cent of the workers and 91 per cent of the loss; and in 1946, 48 per cent of the strikes, 76 per cent of the workers and 96 per cent of the loss.

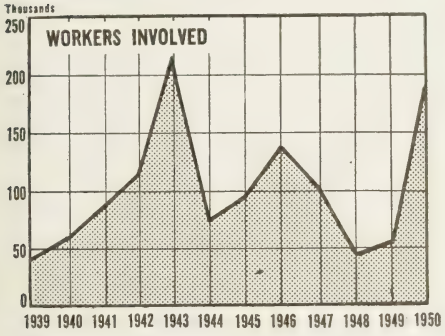
In 1949 and 1950, pension and welfare plans were not an important cause of strikes and lockouts. Accident, hospitalization, pension or welfare plans were listed as issues in some 10 work stoppages but in nearly all cases they appeared to be less important than the questions of increased wages which was the major

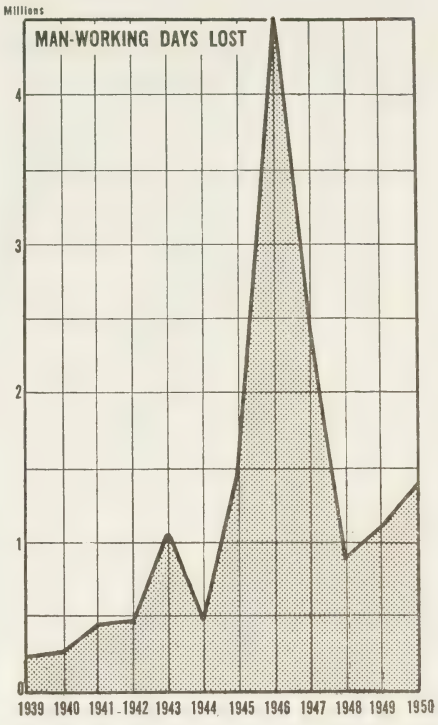
LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1914-1950



STRIKES AND LOCKOUTS IN CANADA, 1939-1950

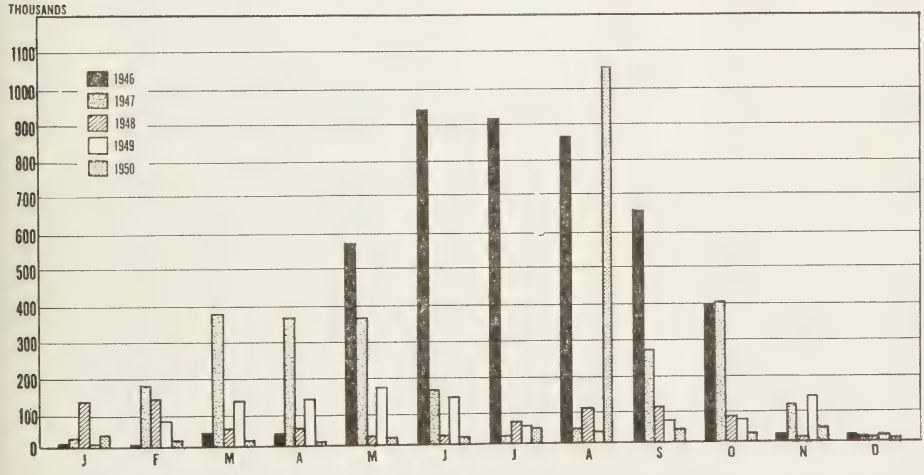






TIME LOSS IN MAN-WORKING DAYS

By Months 1946-1950



demand. Settlement of four of these 10 increased wages, which was the major stoppages included in the signed contracts clauses covering welfare, accident or hospitalization. In some cases studies were to be made for future plans. In one case a pension plan was provided for in a strike settlement but it was not an issue in the dispute.

There were three small sympathy strikes in 1950, one in 1949 and none in 1948.

The great variety and complexity of causes leading to strikes and lockouts present difficulties in classification for statistical purposes as there are usually a number of issues in dispute in each case.

Of the 161 strikes and lockouts during the year about 20 per cent were settled in

TABLE I.—STRIKES AND LOCKOUTS, CANADA, BY YEARS, 1901-1950

Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year						
		All Industries						
		Number of Strikes and Lockouts	Number of Employers	Number of Workers Involved	Time Loss			
					In Man-Working Days	Average Days Per Wage and Salary Earner	Average Days Per Worker Involved	Per cent of Estimated Working Time
1901	97	99	285	24,089	737,808	.....	.....	.....
1902	124	125	532	12,709	203,301	.....	.....	.....
1903	171	175	1,124	38,408	858,959	.....	.....	.....
1904	103	103	591	11,420	192,890	.....	.....	.....
1905	95	96	332	12,513	246,138	.....	.....	.....
1906	149	150	965	23,382	378,276	.....	.....	.....
1907	183	188	950	34,060	520,142	.....	.....	.....
1908	72	76	178	26,071	703,571	.....	.....	.....
1909	88	90	372	18,114	880,663	.....	.....	.....
1910	94	101	1,233	22,203	731,324	.....	.....	.....
1911	99	100	533	29,285	1,821,084	.....	.....	.....
1912	179	181	1,321	42,860	1,135,786	.....	.....	.....
1913	143	152	1,077	40,519	1,036,254	.....	.....	.....
1914	58	63	261	9,717	490,850	.....	.....	.....
1915	62	63	120	11,395	95,042	.....	.....	.....
1916	118	120	332	26,538	236,814	.....	.....	.....
1917	158	160	758	50,255	1,123,515	.....	.....	.....
1918	228	230	782	79,743	647,942	.....	.....	.....
1919	332	336	1,967	148,915	3,400,942	1·79	22·84	0·60
1920	310	322	1,374	60,327	799,524	0·42	13·25	0·14
1921	159	168	1,208	28,257	1,048,914	0·66	37·12	0·22
1922	89	104	732	43,775	1,528,661	0·95	34·92	0·32
1923	77	86	450	34,261	671,750	0·39	19·61	0·13
1924	64	70	435	34,310	1,295,054	0·76	37·75	0·26
1925	86	87	497	28,949	1,193,281	0·69	41·22	0·23
1926	75	77	512	23,834	266,601	0·14	11·19	0·05
1927	72	74	480	22,299	152,570	0·08	6·84	0·03
1928	96	98	548	17,581	224,212	0·11	12·75	0·04
1929	88	90	263	12,946	152,080	0·07	11·75	0·02
1930	67	67	338	13,768	91,797	0·04	6·67	0·01
1931	86	88	266	10,738	204,238	0·10	19·02	0·04
1932	111	116	497	23,390	255,000	0·15	10·90	0·05
1933	122	125	617	26,558	317,547	0·20	11·96	0·07
1934	189	191	1,100	45,800	574,519	0·33	12·54	0·11
1935	120	120	719	33,269	288,703	0·16	8·68	0·05
1936	155	156	709	34,812	276,997	0·15	7·96	0·05
1937	274	278	630	71,905	886,393	0·44	12·33	0·15
1938	142	147	614	20,395	148,678	0·08	7·29	0·02
1939	120	122	243	41,038	224,588	0·11	5·47	0·04
1940	166	168	894	60,619	266,318	0·12	4·39	0·04
1941	229	231	658	87,091	433,914	0·17	4·98	0·06
1942	352	354	492	113,916	450,202	0·16	3·95	0·05
1943	401	402	651	218,404	1,041,198	0·35	4·77	0·12
1944	195	199	400	75,290	490,139	0·16	6·51	0·06
1945	196	197	418	96,068	1,457,420	0·49	15·17	0·17
1946	225	228	1,299	139,474	4,516,393	1·49	32·38	0·50
1947	232	236	1,173	104,120	2,397,340	0·77	23·02	0·26
1948	147	154	674	42,820	885,793	0·27	20·68	0·09
1949	132	137	542	51,437	1,063,667	0·32	20·68	0·11
1950	158	161	345	192,153	1,389,039	0·40	7·23	0·13
Total	7,488	*7,661	*33,491	*2,471,800	40,433,831			

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

favour of the workers and about 30 per cent in favour of the employers. Almost 40 per cent of the total resulted in a compromise or partial gain to the workers, about the same proportion as in the last three years. Many of the larger work stoppages, involving 75 per cent of the total workers and causing more than 90 per cent of the time loss were settled on a compromise basis. Protracted negotiations in a number of disputes were continuing at the end of the year and settlements had not been reported in time for this article.

The time loss of over a million days in 1950 was the greatest ever recorded in the

TABLE II.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1901-1950*

Year	Industries†										
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	Total
				Coal	Other						
1901		1	1	2	3	59	17	13	1	2	99
1902		1	1	3		62	33	21	2	2	125
1903			1	7	2	82	49	27		7	175
1904			2	4	1	63	21	6	2	4	103
1905	2			10	4	49	19	10		2	96
1906				13	2	79	33	20		3	150
1907			1	13	4	78	56	26		9	†188
1908				7	3	35	23	7	1		70
1909			3	13	2	32	28	11		1	96
1910				3	3	47	33	13	2		101
1911				6	2	37	33	17	1	4	100
1912		1	1	2	5	60	75	28	1	8	181
1913			2	4	6	60	46	23	1	10	152
1914				3	1	27	23	4		5	63
1915				9	2	35	6	5		6	63
1916				8	3	57	16	29	3	4	120
1917				21	4	72	24	32	1	6	160
1918				46	2	94	18	47	2	19	†230
1919		19	1	20	6	160	52	30	10	24	†336
1920		28		35	11	143	50	27	5	22	†322
1921	2	2	1	10	4	98	33	9	2	7	168
1922		2	2	21		36	25	9	1	8	104
1923		2		23	5	32	10	11		3	86
1924		1	1	15		28	16	3		6	70
1925			2	17	1	43	17	5		2	87
1926		4		16	1	36	13	4		3	77
1927		2	1	20		19	24	4		4	74
1928		5	1	14		45	28	3		2	98
1929		3		8	2	41	27	3	1	4	†90
1930		2	2	15		21	20	3		4	67
1931		3	3	9		43	13	3		14	88
1932		11	2	33		54	10			6	116
1933	1	14	1	21	1	66	11	3	4	3	125
1934	1	17	1	26	2	112	7	10	4	11	191
1935	5	2	4	17	3	58	8	14	3	6	120
1936	1	6	3	20	2	81	10	15	1	17	156
1937	2	7	1	44	5	145	25	16	7	26	278
1938	1	4	8	25	1	73	15	9	5	6	147
1939		1	1	48	2	44	10	4	4	8	122
1940		1	5	65	5	59	15	7	4	7	168
1941		1		45	3	131	23	13	4	11	231
1942	2	5	1	53	8	219	31	15	4	15	†354
1943		6		111	9	222	12	24	7	17	§402
1944		2		46	3	120	6	13	3	6	199
1945				39	3	126	7	12	4	6	197
1946		2	3	42	8	122	15	20	8	9	§228
1947		1	2	11	5	133	33	23	8	20	236
1948		6		11	1	79	19	14	6	17	†154
1949			2	7	8	91	13	9	1	6	137
1950		1	1	11	4	99	13	12	7	13	161
Total	17	163	61	1,072	152	3,807	1,164	686	120	405	†§7,661

* In this table, figures for strikes and lockouts extending over the end of year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance —1929, one strike; 1942, one strike; 1948, one strike; Miscellaneous—1907, one strike; 1918, 2 strikes; 1919, 14 strikes, (general strike); 1920, one strike.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

§ In 1943 two strikes involved workers in five industries; in 1946, one strike involved workers in two industries.

transportation industry. Other years with a high time loss in this group were: 1908, 442,000 days; 1901, 300,000 days; 1903, 196,000 days; 1918 and 1919, 129,000 days each. In 1950, there were few strikes in the mining industry and little time was lost, less than four per cent of the total for the year. In 1949, the greatest loss was in the mining industry, caused by a strike of asbestos miners and mill workers in various centres in Quebec. In 1947, the largest amount of time lost was also in the mining industry, because of a prolonged strike of coal miners in Nova Scotia and

TABLE III.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1901-1950*

Year	Industries†										
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	Total
				Coal	Other						
1901	.....	100	8,000	1,760	1,125	4,919	2,595	5,547	4	39	24,089
1902	.....	30	30	510	.....	3,852	3,427	4,800	34	26	12,709
1903	.....	.....	4,100	5,410	299	12,219	7,211	8,845	.....	324	38,408
1904	.....	.....	870	184	360	5,151	3,449	1,295	29	82	11,420
1905	850	.....	.....	5,564	281	2,350	1,541	1,813	.....	114	12,513
1906	.....	.....	.....	4,549	215	7,925	8,261	2,374	.....	58	23,382
1907	.....	.....	75	8,990	3,119	9,151	5,852	6,376	.....	491	†34,060
1908	.....	.....	.....	3,541	408	10,296	3,269	8,547	10	.....	26,071
1909	.....	.....	1,171	8,618	490	2,851	3,241	1,703	.....	40	18,114
1910	.....	.....	.....	2,950	399	6,854	7,418	4,540	42	.....	22,203
1911	.....	.....	.....	9,890	65	5,318	8,580	4,949	150	333	29,285
1912	.....	33	620	2,243	2,085	9,525	20,788	7,012	30	524	42,860
1913	.....	.....	6,220	4,837	2,008	12,272	10,481	4,459	18	224	40,519
1914	.....	.....	.....	2,500	75	4,887	1,879	253	.....	123	9,717
1915	.....	.....	.....	2,753	2,700	4,242	227	1,340	.....	133	11,395
1916	.....	.....	.....	11,270	2,500	7,260	1,602	3,104	380	422	26,538
1917	.....	.....	.....	17,379	2,310	17,857	2,426	9,470	37	776	50,255
1918	.....	.....	.....	22,920	1,663	29,105	1,556	17,748	38	6,556	†79,743
1919	.....	2,741	11	10,130	3,438	58,039	14,611	12,574	1,171	1,801	†148,915
1920	.....	3,012	.....	12,128	2,080	24,129	10,069	6,727	586	1,477	†60,327
1921	590	345	100	1,456	189	19,727	3,940	1,172	130	608	28,257
1922	.....	250	985	26,475	.....	10,397	1,868	3,628	25	147	43,775
1923	.....	437	.....	20,814	1,906	7,483	980	2,572	.....	69	34,261
1924	.....	1,800	573	21,201	.....	6,818	1,049	133	.....	2,736	34,310
1925	.....	.....	980	18,672	11	7,584	1,499	131	.....	72	28,949
1926	.....	1,750	.....	8,445	35	11,857	1,208	515	.....	24	23,834
1927	.....	770	300	16,653	.....	930	3,238	326	.....	82	22,299
1928	.....	1,006	1,500	5,033	.....	5,503	4,298	132	.....	109	17,581
1929	.....	1,075	.....	3,045	70	2,868	5,606	204	36	31	†12,946
1930	.....	170	700	6,228	.....	4,939	1,367	278	.....	86	13,768
1931	.....	236	1,000	2,129	.....	5,406	549	451	.....	967	10,738
1932	.....	1,435	3,200	8,540	.....	8,811	1,307	.....	.....	97	23,390
1933	1,200	5,383	250	3,028	400	15,569	254	322	98	54	26,558
1934	93	5,889	50	11,461	1,373	25,150	454	465	116	749	45,800
1935	2,175	2,132	1,330	6,131	638	14,568	379	5,592	69	255	33,269
1936	1,100	2,605	2,840	8,581	74	15,061	685	3,291	17	558	34,812
1937	78	3,010	800	15,477	2,060	46,344	1,286	1,441	188	1,221	71,905
1938	10	870	1,848	5,054	12	7,460	879	2,519	1,489	254	20,395
1939	.....	70	15	31,102	231	8,051	533	265	563	208	41,038
1940	.....	50	1,855	31,052	600	17,018	1,053	6,816	1,404	771	60,619
1941	.....	300	.....	38,136	3,340	37,838	4,781	1,566	193	937	87,091
1942	426	604	3,260	19,670	2,738	80,037	3,889	2,233	61	774	†113,916
1943	.....	632	.....	59,017	535	139,656	785	8,712	202	8,865	218,404
1944	.....	90	.....	11,180	864	53,093	427	7,484	105	2,047	75,290
1945	.....	.....	.....	27,422	470	62,788	380	4,322	445	241	96,068
1946	.....	19,000	800	21,414	5,687	86,815	994	3,645	437	682	139,474
1947	.....	50	750	45,467	1,799	41,357	6,091	4,434	880	3,292	104,120
1948	.....	1,495	.....	14,695	2,000	18,500	3,337	1,312	239	1,132	†42,820
1949	.....	.....	4,570	1,558	7,179	31,739	3,602	2,255	65	469	51,437
1950	.....	130	70	4,348	2,910	47,490	2,318	132,595	378	1,914	192,153
Total	6,522	57,500	48,873	631,610	60,741	1,079,059	177,519	312,287	9,669	42,994	†2,471,800

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

† Two groups in which few strikes occurred are not shown in this table; they are: Finance—1929, 11 workers; 1942, 224 workers; 1948, 119 workers; Miscellaneous—1907, 6 workers; 1918, 157 workers; 1919, 44,399 workers (general strike); 1920, 119 workers.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

New Brunswick. With the exception of 1950, 1949 and 1947, during the last nine years the time lost in manufacturing, with the largest working force of any industry, has been greater than in all other industries combined. In 1950, the time loss in manufacturing was less than 18 per cent of the total and was the lowest recorded since 1941. There were few strikes in the construction industry and the time lost was only two per cent of the total.

Direct negotiations between workers and employers brought about settlement of 54 of the 161 strikes in 1950, in some cases with provincial conciliators acting in an

(Continued on page 46)

TABLE IV.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, BY INDUSTRIES, 1901-1950

Year	Industries†										
	Agriculture	Logging	Fishing and Trapping	Mining, etc.		Manufacturing‡	Construction‡	Transportation and Public Utilities	Trade	Service	Total
				Coal	Other						
1901		1,300	130,000	7,040	90,675	158,456	49,155	300,965	12	205	737,808
1902		870	750	10,120		119,722	35,077	35,507	975	280	203,301
1903			49,200	173,441	7,902	280,601	147,030	196,208		4,577	858,959
1904			4,300	792	5,400	129,059	46,437	6,141	193	568	192,890
1905	1,700			101,770	1,073	48,634	29,289	63,001		671	246,138
1906				146,622	1,505	143,874	65,573	19,348		1,354	378,276
1907			600	102,824	79,189	168,652	125,033	36,518		7,320	†520,142
1908				13,600	2,050	212,897	33,292	441,722	10		703,571
1909			6,500	720,180	6,120	89,850	48,319	9,654		40	880,663
1910				485,000	6,774	68,564	115,013	55,525	448		731,324
1911				1,513,320	2,180	59,966	199,597	38,991	450	6,580	1,821,084
1912		198	30,600	107,240	45,468	350,527	508,847	87,938	500	4,468	1,135,786
1913			53,800	562,025	58,796	213,860	108,026	36,447	18	3,282	1,036,254
1914				280,800	225	176,854	29,025	1,730		2,216	490,850
1915				11,907	8,400	38,123	10,500	24,700		1,412	95,042
1916				72,387	25,300	92,778	11,563	28,617	1,130	5,039	236,814
1917				584,890	61,790	367,870	42,402	60,121	481	5,961	1,123,515
1918				130,696	16,693	294,330	12,434	129,078	214	63,975	†647,942
1919		62,301	220	383,659	104,040	1,315,140	353,627	129,172	8,955	10,058	†3,400,942
1920		52,370		99,920	65,934	405,909	94,156	55,006	6,128	15,531	†799,524
1921	1,160	11,100	1,400	31,318	1,854	798,684	134,331	65,621	480	2,966	1,048,914
1922		3,250	16,290	798,548		571,864	40,156	93,851	75	4,627	1,528,661
1923		7,147		299,539	4,124	280,135	6,912	73,218		675	671,750
1924		38,000	5,000	1,089,484		129,278	8,331	777		24,184	1,295,054
1925			5,355	1,040,276	22	135,798	11,435	269		126	1,193,281
1926		52,030		35,193	35	163,417	12,914	1,612		1,400	266,601
1927		4,420	300	53,833		37,611	54,567	896		943	152,570
1928		12,762	4,500	88,000		39,893	74,654	3,100		1,303	224,212
1929		25,725		6,805	9,080	48,834	56,354	4,104	500	528	†152,080
1930		640	12,400	24,183		40,035	12,367	652		1,520	91,797
1931		2,250	11,400	11,523		149,214	3,346	20,900		5,605	204,238
1932		9,890	29,500	132,766		75,175	7,257			412	255,000
1933	1,500	105,190	6,500	33,019	14,000	150,634	3,186	875	2,383	260	317,547
1934	93	193,558	250	91,459	26,700	252,009	2,272	629	778	6,771	574,519
1935	6,745	35,090	14,660	65,707	7,771	82,038	846	74,696	289	861	288,703
1936	4,000	31,305	40,950	56,042	724	125,666	1,301	12,052	50	4,907	276,997
1937	58	26,575	1,600	112,826	26,520	687,510	7,376	14,458	4,156	5,314	886,393
1938	85	1,750	22,744	21,366	36	81,339	1,328	9,517	3,439	7,074	148,678
1939		210	40	111,274	10,800	81,562	814	325	18,864	699	224,588
1940		200	12,070	68,763	7,540	151,081	2,026	15,087	6,668	2,883	266,318
1941		4,000		109,069	82,620	207,180	12,662	4,224	760	13,399	433,914
1942	278	974	10,000	66,318	63,211	296,135	4,266	5,439	74	2,407	†450,202
1943		7,287		204,980	3,334	777,661	1,920	18,958	718	26,340	1,041,198
1944		145		28,507	864	401,385	1,212	45,426	334	12,266	490,139
1945				183,102	396	1,238,901	2,948	28,096	3,220	757	1,457,420
1946		450,000	8,360	43,854	185,622	3,760,299	6,995	52,338	3,743	5,182	4,516,393
1947		150	31,000	1,314,334	45,443	877,077	44,362	74,271	1,231	9,472	2,397,340
1948		9,750		303,639	5,350	487,532	39,666	26,176	2,890	9,255	†885,793
1949			26,850	3,103	504,533	433,022	41,120	45,551	5,500	3,988	1,063,667
1950		520	1,540	14,925	32,875	245,346	28,866	1,007,920	10,867	46,180	1,389,039
Total	15,619	1,150,957	538,679	11,951,988	1,622,968	17,541,981	2,690,185	3,457,427	86,533	335,841	†40,433,831

† Two groups in which few strikes occurred are not shown in this table: they are: Finance—1929, 150 days; 1942, 1,100 days; 1948, 1,535 days; Miscellaneous—1907, 6 days; 1918, 522 days; 1919, 1,033,770 days (general strike); 1920, 4,570 days.

‡ In this table the manufacturing group now includes shipbuilding since 1901; prior to 1942 shipbuilding had been in the construction group.

TABLE V.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1901-1950*

Year	Vegetable Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp, Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Shipbuilding	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901	.....	8	.....	1	3	3	13	1	3	6	18	.....	1	2	59
1902	3	8	.....	.....	1	3	10	1	1	9	17	4	4	1	62
1903	1	5	1	.....	6	4	11	.....	3	18	18	2	10	3	82
1904	1	7	.....	1	1	3	14	6	4	2	14	.....	9	1	63
1905	2	2	.....	.....	6	.....	6	1	6	.....	11	1	11	3	49
1906	4	4	2	.....	.....	3	20	.....	9	8	16	7	4	2	79
1907	2	1	.....	.....	5	4	26	1	2	8	13	6	9	1	78
1908	.....	1	.....	.....	3	.....	13	2	1	6	7	1	1	.....	35
1909	1	2	.....	.....	2	3	10	.....	.....	4	6	.....	4	.....	32
1910	1	6	.....	.....	2	1	17	1	1	4	12	1	.....	1	47
1911	1	2	.....	.....	2	3	10	2	.....	3	11	1	2	.....	37
1912	2	1	.....	.....	4	.....	19	3	3	2	23	1	2	.....	60
1913	1	5	.....	.....	3	.....	16	1	2	4	21	2	5	.....	60
1914	.....	2	.....	.....	1	2	4	.....	2	1	11	1	2	1	27
1915	1	1	.....	.....	2	1	7	2	3	2	10	4	2	.....	35
1916	1	4	.....	1	4	.....	9	1	3	3	24	6	1	.....	57
1917	1	6	.....	2	1	3	12	1	1	1	33	10	1	.....	72
1918	2	6	1	2	2	1	11	8	4	5	33	12	7	.....	94
1919	13	5	5	3	2	2	31	5	6	16	40	22	8	2	160
1920	8	7	3	4	4	1	18	7	8	16	52	9	5	1	143
1921	.....	4	1	4	6	1	15	5	25	9	14	3	9	2	98
1922	1	1	.....	.....	1	.....	11	1	12	3	4	2	.....	.....	36
1923	1	1	.....	.....	2	1	7	1	6	3	9	.....	1	.....	32
1924	.....	.....	.....	1	5	.....	8	2	6	1	2	1	2	.....	28
1925	3	1	.....	.....	3	4	17	1	2	5	4	3	.....	.....	43
1926	1	.....	2	.....	4	3	16	.....	2	4	2	.....	2	.....	36
1927	1	.....	.....	.....	1	.....	12	.....	1	1	1	.....	2	.....	19
1928	.....	.....	3	.....	3	1	27	1	2	2	5	.....	1	.....	45
1929	2	1	1	.....	3	1	14	.....	3	3	11	2	.....	.....	41
1930	1	.....	.....	.....	1	1	11	.....	1	2	4	.....	.....	.....	21
1931	.....	.....	1	.....	.....	3	23	.....	3	8	3	.....	2	.....	43
1932	.....	.....	1	.....	1	5	29	.....	2	12	2	.....	2	.....	54
1933	6	.....	.....	.....	2	9	35	.....	1	8	1	1	1	2	66
1934	6	.....	.....	3	17	8	40	4	1	24	2	.....	.....	7	112
1935	9	1	.....	.....	5	3	15	.....	3	9	10	1	1	1	58

1936	8	.....	.....	2	4	13	33	.....	1	12	4	.....	4	.....	81
1937	9	3	5	4	7	9	49	3	3	20	23	.....	6	4	145
1938	7	1	2	.....	6	5	18	.....	5	10	13	.....	5	1	73
1939	.....	.....	6	.....	1	2	19	.....	1	4	7	1	1	2	44
1940	3	.....	2	.....	2	.....	27	.....	.....	2	17	3	2	1	59
1941	5	.....	3	5	4	5	37	3	4	14	37	4	6	4	131
1942	8	7	.....	3	10	1	30	16	1	17	74	37	8	7	219
1943	2	2	14	4	6	7	21	8	2	5	102	32	12	5	222
1944	2	.....	18	4	1	3	15	7	1	8	42	16	3	.....	120
1945	2	.....	9	4	3	3	13	1	5	7	64	7	7	1	126
1946	10	1	2	2	4	5	29	2	2	13	44	.....	8	.....	122
1947	10	2	1	3	5	7	16	1	3	25	42	4	13	1	133
1948	3	2	3	1	.....	1	14	.....	2	10	37	.....	5	1	79
1949	3	2	10	4	4	2	11	2	2	8	29	.....	7	7	91
1950	1	.....	5	3	3	3	20	2	1	16	40	1	3	1	99
Total	149	112	101	61	168	143	909	103	165	383	1,039	208	201	65	3,807

* In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE VI.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1901-1950*

Year	Vegetable Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp, Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Shipbuilding	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901	.....	733	.....	15	365	104	431	800	53	486	1,416	.....	20	496	4,919
1902	59	744	.....	.....	29	85	528	5	15	735	990	265	267	130	3,852
1903	43	210	200	.....	5,345	178	1,168	.....	201	1,952	2,200	246	414	62	12,219
1904	6	448	.....	40	25	53	623	731	221	230	1,798	.....	960	16	5,151
1905	90	61	.....	.....	250	.....	362	9	446	.....	540	13	410	169	2,350
1906	142	139	48	.....	.....	79	3,351	.....	254	855	1,751	334	365	607	7,925
1907	41	47	.....	.....	279	225	5,859	216	39	319	1,230	432	453	11	9,151
1908	.....	50	.....	.....	105	.....	8,391	416	40	410	334	450	100	.....	10,296
1909	65	15	.....	.....	66	88	1,333	.....	.....	500	649	.....	135	.....	2,851
1910	60	376	.....	.....	141	67	1,853	30	40	760	3,400	27	.....	100	6,854
1911	200	213	.....	.....	47	56	1,516	68	.....	59	2,989	115	55	.....	5,318
1912	82	12	.....	.....	317	.....	6,587	110	308	622	1,341	10	136	.....	9,525
1913	150	456	.....	.....	3,295	.....	4,423	18	86	711	2,699	170	264	.....	12,272
1914	.....	147	.....	.....	3,000	71	555	.....	44	75	745	65	60	125	4,887
1915	55	20	.....	.....	114	65	227	170	169	42	2,925	348	107	.....	4,242
1916	70	1,385	.....	6	231	.....	1,002	150	45	491	2,525	1,345	10	.....	7,260
1917	242	1,088	.....	529	288	786	6,144	600	240	800	3,353	3,487	300	.....	17,857
1918	50	1,037	71	146	400	40	870	2,655	495	1,516	12,265	9,131	429	.....	29,105
1919	2,140	657	3,602	4,216	115	169	10,742	1,139	276	4,713	15,893	13,201	644	532	58,039
1920	1,809	899	560	635	162	17	2,526	1,662	527	2,557	7,742	4,712	171	150	24,129
1921	.....	420	150	2,482	666	9	3,279	4,800	4,991	867	1,094	540	375	54	19,727
1922	29	12	.....	.....	140	.....	6,063	146	2,363	221	53	1,370	.....	.....	10,397
1923	135	52	.....	.....	379	128	249	80	1,578	628	4,246	.....	8	.....	7,483
1924	.....	.....	.....	48	908	.....	3,424	156	1,453	350	26	150	303	.....	6,818
1925	58	7	.....	.....	2,307	616	3,529	32	40	544	72	379	.....	.....	7,584
1926	175	.....	205	.....	3,196	328	7,328	.....	50	251	186	.....	138	.....	11,857
1927	73	.....	.....	.....	65	.....	577	.....	10	18	37	.....	150	.....	930
1928	.....	1,728	.....	.....	145	20	2,645	50	100	101	684	.....	30	.....	5,503
1929	63	23	90	.....	293	37	1,353	.....	61	132	656	160	.....	.....	2,868
1930	15	.....	.....	.....	52	350	4,295	.....	8	124	95	.....	.....	.....	4,939
1931	.....	.....	71	.....	.....	220	3,105	.....	169	1,641	127	.....	73	.....	5,406
1932	.....	.....	273	.....	80	924	6,740	.....	48	668	18	.....	60	.....	8,811
1933	88	.....	.....	.....	125	888	12,933	.....	16	1,141	150	20	8	200	15,569
1934	186	.....	.....	123	2,245	476	18,348	372	84	2,776	261	.....	.....	279	25,150
1935	574	150	.....	.....	724	122	10,106	.....	110	976	1,519	125	44	118	14,568

1936	518	.....	.....	293	405	1,472	10,166	.....	14	1,102	387	.....	704	.....	15,061
1937	509	257	1,370	950	1,505	857	25,955	397	135	4,871	8,522	.....	682	334	46,344
1938	303	9	31	.....	715	143	3,461	.....	202	991	1,232	.....	285	88	7,460
1939	.....	.....	2,062	.....	16	76	3,840	.....	20	381	1,272	150	104	130	8,051
1940	290	.....	347	.....	86	.....	10,992	.....	.....	318	3,579	900	430	76	17,018
1941	691	.....	441	1,247	272	534	5,564	476	217	1,930	24,330	1,108	457	571	37,838
1942	665	6,263	.....	433	6,125	65	4,815	3,060	28	2,487	36,432	18,368	499	797	80,037
1943	210	1,718	3,794	657	1,450	304	3,546	2,648	90	720	83,302	39,110	1,557	550	139,656
1944	42	.....	8,250	935	17	212	5,360	1,548	34	911	25,395	10,197	192	.....	53,093
1945	802	.....	8,607	7,221	67	344	4,355	278	283	1,868	36,196	2,110	557	100	62,788
1946	1,249	700	11,571	69	255	904	12,404	153	397	24,899	32,721	.....	1,493	.....	86,815
1947	939	50	560	13,928	1,969	1,624	10,111	250	1,183	2,594	6,055	707	1,282	105	41,357
1948	231	173	330	200	.....	44	3,754	.....	859	1,791	10,735	.....	312	71	18,500
1949	1,399	186	4,588	400	227	390	1,787	226	864	576	18,861	.....	1,877	358	31,739
1950	230	.....	1,906	137	309	205	3,494	423	4	2,763	37,306	507	151	55	47,490
Total	14,778	20,485	49,127	34,710	39,317	13,375	252,069	23,874	18,910	76,473	402,334	110,252	17,071	6,284	1,079,059

* In this table, figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE VII.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, MANUFACTURING BY INDUSTRIES, 1901-1950

Year	Vegetable Foods, etc.	Tobacco and Liquors	Rubber and Its Products	Animal Foods	Boots and Shoes (leather)	Fur, Leather and Other Animal Products	Textiles Clothing, etc.	Pulp, Paper and Paper Products	Printing and Publishing	Miscellaneous Wood Products	Metal Products	Shipbuilding	Non-metallic Minerals, Chemicals, etc.	Miscellaneous Products	Total
1901	.....	114,102	.....	120	2,096	458	3,026	3,200	929	14,792	14,613	.....	960	4,160	158,456
1902	1,900	43,466	.....	.....	290	588	11,132	45	1,600	15,530	33,991	2,820	3,810	4,550	119,722
1903	1,600	12,267	12,400	.....	148,127	4,507	10,252	.....	1,246	32,609	40,529	2,521	13,424	1,119	280,601
1904	54	6,384	.....	3,400	75	761	5,509	14,488	7,493	1,300	70,996	.....	18,391	208	129,059
1905	4,180	950	.....	.....	2,907	.....	2,783	700	13,265	.....	13,752	39	3,128	6,930	48,634
1906	3,270	1,827	342	.....	.....	1,738	39,676	.....	5,230	24,425	18,399	4,341	9,500	35,126	143,874
1907	126	1,128	.....	.....	2,927	3,121	60,857	15,000	140	4,743	49,557	23,650	7,381	22	168,652
1908	.....	1,000	.....	.....	1,100	.....	162,224	5,030	8,000	13,871	14,022	450	7,200	.....	212,897
1909	1,200	160	.....	.....	1,747	5,250	37,495	.....	.....	9,840	32,058	.....	2,100	.....	89,850
1910	200	4,634	.....	.....	1,400	2,200	26,580	500	200	4,940	27,202	108	.....	600	68,564
1911	1,600	373	.....	.....	199	1,000	26,381	7,678	.....	349	21,351	690	345	.....	59,966
1912	1,224	12	.....	.....	3,977	.....	313,767	1,110	2,546	3,696	23,845	70	280	.....	350,527
1913	2,180	8,660	.....	.....	5,655	.....	100,228	126	11,693	35,062	43,106	2,750	4,400	.....	213,860
1914	.....	8,384	.....	.....	114,000	1,840	27,655	.....	514	1,000	18,476	780	4,080	125	176,854
1915	275	1,240	.....	.....	684	130	2,584	2,670	1,514	235	10,443	4,306	14,042	.....	38,123
1916	630	26,803	.....	120	1,092	.....	17,216	450	1,020	1,616	36,171	7,650	10	.....	92,778
1917	9,438	10,764	.....	12,005	3,168	21,288	226,911	2,400	4,880	8,000	31,339	34,677	3,000	.....	367,870
1918	1,022	20,463	300	185	4,175	360	17,783	21,729	3,354	23,540	99,161	94,797	7,461	.....	294,330
1919	22,838	10,336	55,217	22,731	770	676	293,864	21,924	2,805	52,845	542,244	261,945	16,727	10,218	1,315,140
1920	30,344	5,345	11,635	6,980	2,391	50	15,404	14,778	2,646	41,615	165,669	100,993	3,259	4,800	405,909
1921	13,030	.....	150	38,826	15,113	400	60,516	188,365	438,047	10,430	14,497	4,630	13,935	745	798,684
1922	248	120	.....	.....	1,400	.....	39,520	243	512,330	3,161	6,152	8,690	.....	.....	571,864
1923	540	250	.....	.....	2,775	1,800	6,990	800	202,834	7,784	56,338	.....	24	.....	280,135
1924	.....	.....	.....	216	11,672	.....	29,476	816	66,743	2,100	1,005	4,000	13,250	.....	129,278
1925	396	628	.....	.....	29,875	54,664	32,366	1,300	2,041	7,544	2,978	4,006	.....	.....	135,798
1926	22	.....	450	.....	85,587	12,137	50,440	.....	372	1,073	13,018	.....	318	.....	163,417
1927	8,500	.....	.....	.....	650	.....	17,071	.....	800	240	800	.....	9,550	.....	37,611
1928	.....	.....	14,295	.....	1,969	1,500	16,354	800	350	1,101	2,804	.....	720	.....	39,893
1929	1,012	60	335	.....	3,540	1,000	19,913	.....	1,334	204	18,706	2,730	.....	.....	48,834
1930	250	.....	.....	.....	1,200	1,400	33,483	.....	32	2,385	1,285	.....	.....	.....	40,035
1931	.....	.....	71	.....	.....	5,100	68,538	.....	21,191	51,657	1,115	.....	1,542	.....	149,214
1932	.....	.....	4,500	.....	500	13,460	48,995	.....	3,095	4,089	36	.....	500	.....	75,175
1933	423	.....	.....	.....	705	8,630	108,210	.....	50	29,830	1,800	40	96	850	150,634
1934	1,060	.....	.....	2,820	12,550	3,478	190,646	4,210	1,200	30,937	800	.....	.....	4,308	252,009
1935	1,581	900	.....	.....	8,822	2,130	36,751	.....	12,100	6,784	10,285	310	175	2,200	82,038

1936	2,176	.....	.....	460	7,700	24,595	80,907	.....	50	3,238	1,720	.....	4,820	.....	125,666
1937	1,629	1,554	27,880	27,800	10,350	22,333	435,504	1,765	1,275	41,664	105,905	.....	6,717	3,134	687,510
1938	1,214	100	175	.....	4,156	5,592	25,474	.....	1,793	18,991	10,783	.....	12,533	528	81,339
1939	.....	.....	42,460	.....	64	508	27,835	.....	60	1,005	6,370	600	2,500	160	81,562
1940	410	.....	1,564	.....	2,645	.....	118,533	.....	.....	913	19,626	2,450	4,750	190	151,081
1941	3,050	.....	255	4,745	1,280	1,633	37,339	565	2,892	9,756	136,623	1,335	1,280	6,427	207,180
1942	6,081	17,345	.....	6,054	40,841	65	24,980	17,890	25	15,359	127,942	36,482	2,136	935	296,135
1943	80	13,530	13,243	333	9,385	4,392	17,391	23,240	215	1,899	545,169	121,764	18,252	8,768	777,661
1944	160	.....	20,019	670	40	137	35,604	9,531	57	2,047	251,116	81,664	340	.....	401,385
1945	14,382	.....	34,938	33,107	420	4,791	10,282	556	6,582	8,022	1,117,117	3,535	2,419	2,750	1,238,901
1946	10,900	14,650	807,800	151	1,392	6,445	394,794	300	35,800	710,124	1,705,490	.....	72,453	.....	3,760,299
1947	16,279	1,053	300	465,253	57,259	20,430	103,253	21,500	12,013	46,098	114,943	3,598	14,733	365	877,077
1948	2,135	760	1,479	250	.....	1,400	133,298	.....	7,645	86,186	251,984	.....	2,315	80	487,532
1949	19,370	7,325	54,859	7,670	1,860	1,650	20,359	1,390	89,125	11,467	203,663	.....	9,661	4,623	433,022
1950	1,035	.....	4,175	1,140	9,540	3,480	55,604	3,900	250	14,998	136,136	11,000	2,023	2,065	245,346
Total	188,044	336,573	1,108,842	635,036	620,070	247,117	3,681,753	388,999	1,489,376	1,421,094	6,173,130	829,421	316,540	105,986	17,541,981

TABLE VIII.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION BY INDUSTRIES, 1901-1950*

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1901	12		1	1	1	2	17
1902	29			1	1	2	33
1903	43	2		2		2	49
1904	19					2	21
1905	17	1			1		19
1906	29			3		1	33
1907	49	5	1	1			56
1908	15	4		1		3	23
1909	18	3	1	2		4	28
1910	27			2	1	3	33
1911	32			1			33
1912	64	4	2	1		4	75
1913	41	3			1	1	46
1914	19	2	1			1	23
1915	5				1		6
1916	11				5		16
1917	19	1			1	3	24
1918	18						18
1919	44	2		1	4	1	52
1920	42	2	1		3	2	50
1921	31		1	1			33
1922	21		1		3		25
1923	7	1			2		10
1924	15					1	16
1925	15	2					17
1926	11				1	1	13
1927	23		1				24
1928	25		1	1	1		28
1929	26				1		27
1930	16	1		1	1	1	20
1931	6		1	3		3	13
1932	8					2	10
1933	9		2				11
1934	5		1	1			7
1935	5			2	1		8
1936	5			3		2	10
1937	9	1	1	13		1	25
1938	8			4		3	15
1939	3			6		1	10
1940	6					9	15
1941	13			2		8	23
1942	22			1	1	7	31
1943	4			1		7	12
1944	6						6
1945	5			2			7
1946	12			2	1		15
1947	32				1		33
1948	18			1			19
1949	13						13
1950	12					1	13
Total	944	34	16	60	32	78	1,164

*In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE IX.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION BY INDUSTRIES, 1901-1950*

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1901	2,173		150	80	100	92	2,595
1902	3,327			20	30	50	3,427
1903	6,387	154		430		240	7,211
1904	3,209					240	3,449
1905	1,451	40			50		1,541
1906	8,071			50		140	8,261
1907	4,995	612	200	45			5,852
1908	1,639	1,245		20		365	3,269
1909	2,446	450	60	135		150	3,241
1910	7,044			270	36	68	7,418
1911	8,570			10			8,580
1912	9,717	9,186	130	350		1,405	20,788
1913	7,531	2,200			500	250	10,481
1914	1,698	130	35			16	1,879
1915	212				15		227
1916	693				909		1,602
1917	2,236	35			50	105	2,426
1918	1,556						1,556
1919	12,558	655		40	1,341	17	14,611
1920	7,504	80	100		235	2,150	10,069
1921	3,833		7	100			3,940
1922	1,750		15		103		1,868
1923	884	60			36		980
1924	974					75	1,049
1925	1,239	260					1,499
1926	1,061				130	17	1,208
1927	3,230		8				3,238
1928	3,884		9	375	30		4,298
1929	5,596				10		5,606
1930	1,252	20		25	32	38	1,367
1931	292		30	92		135	549
1932	357					950	1,307
1933	164		90				254
1934	312		42	100			454
1935	298			41	40		379
1936	170			218		297	685
1937	330	50	62	831		13	1,286
1938	418			407		54	879
1939	149			377		7	533
1940	508					545	1,053
1941	3,384			231		1,166	4,781
1942	2,872			10	300	707	3,889
1943	397			20		368	785
1944	427						427
1945	325			55			380
1946	892			90	12		994
1947	6,057				34		6,091
1948	3,322			15			3,337
1949	3,602						3,602
1950	2,258					60	2,318
Total	143,254	15,177	938	4,437	3,993	9,720	177,519

*In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

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TABLE X.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, CONSTRUCTION BY INDUSTRIES, 1901-1950

Year	Buildings and Structures	Railway	Bridge	Highway	Canal, Harbour, Waterway	Miscellaneous	Total
1901	48,521	.....	150	160	100	224	49,155
1902	34,227	.....	.....	40	60	750	35,077
1903	139,568	562	.....	6,060	.....	840	147,030
1904	44,862	.....	.....	.....	.....	1,575	46,437
1905	28,359	80	.....	.....	850	.....	29,289
1906	65,185	.....	.....	108	.....	280	65,573
1907	123,776	1,012	200	45	.....	.....	125,033
1908	29,642	2,525	.....	20	.....	1,105	33,292
1909	43,279	3,100	600	1,050	.....	290	48,319
1910	112,653	.....	.....	1,740	300	318	115,013
1911	199,567	.....	.....	30	.....	.....	199,597
1912	99,566	398,786	3,445	2,450	.....	4,600	508,847
1913	92,701	12,700	.....	.....	2,000	625	108,026
1914	27,950	890	105	.....	.....	80	29,025
1915	10,485	.....	.....	.....	15	.....	10,500
1916	6,350	.....	.....	.....	5,213	.....	11,563
1917	40,982	140	.....	.....	150	1,130	42,402
1918	12,434	.....	.....	.....	.....	.....	12,434
1919	302,119	33,655	.....	40	17,779	34	353,627
1920	58,357	270	100	.....	3,354	32,075	94,156
1921	133,824	.....	7	500	.....	.....	134,331
1922	39,306	.....	345	.....	505	.....	40,156
1923	5,469	500	.....	.....	943	.....	6,912
1924	8,181	.....	.....	.....	.....	150	8,331
1925	10,215	1,220	.....	.....	.....	.....	11,435
1926	10,406	.....	.....	.....	2,270	238	12,914
1927	54,352	.....	215	.....	.....	.....	54,567
1928	72,300	.....	9	2,000	345	.....	74,654
1929	56,344	.....	.....	.....	10	.....	56,354
1930	11,198	120	.....	25	150	874	12,367
1931	2,159	.....	340	712	.....	135	3,346
1932	4,132	.....	.....	.....	.....	3,125	7,257
1933	2,456	.....	730	.....	.....	.....	3,186
1934	2,096	.....	126	50	.....	.....	2,272
1935	519	.....	.....	87	240	.....	846
1936	402	.....	.....	500	.....	399	1,301
1937	2,087	125	310	4,769	.....	85	7,376
1938	603	.....	.....	493	.....	232	1,328
1939	295	.....	.....	504	.....	15	814
1940	1,398	.....	.....	.....	.....	628	2,026
1941	9,365	.....	.....	2,009	.....	1,288	12,662
1942	3,420	.....	.....	50	300	496	4,266
1943	1,186	.....	.....	20	.....	714	1,920
1944	1,212	.....	.....	.....	.....	.....	1,212
1945	2,848	.....	.....	100	.....	.....	2,948
1946	6,535	.....	.....	438	22	.....	6,995
1947	44,262	.....	.....	.....	100	.....	44,362
1948	39,546	.....	.....	120	.....	.....	39,666
1949	41,120	.....	.....	.....	.....	.....	41,120
1950	28,836	.....	.....	.....	.....	30	28,866
Total	2,116,657	455,685	6,682	24,120	34,706	52,335	2,690,185

TABLE XI.—NUMBER OF STRIKES AND LOCKOUTS, CANADA, TRANSPORTATION AND PUBLIC UTILITIES BY INDUSTRIES, 1901-1950*

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscellaneous	Total
1901	3	2	1	6			1		13
1902	5	3	1	7		2	3		21
1903	9	3	7	5		2	1		27
1904	3			1		2			6
1905	1	3		5		1			10
1906	7	5	4	3		1			20
1907	4		6	11		4	1		26
1908	2	1	1	3					7
1909	2	2	1	6					11
1910	8	1		2		1	1		13
1911	4	1	5	4		1	1	1	17
1912	13	2	4	7		1	1		28
1913	5	5	3	5		1	4		23
1914		1					3		4
1915				4			1		5
1916	12	3	5	1		1	4	3	29
1917	10	5	3	5		3	5	1	32
1918	13	9	5	8		3	6	3	47
1919	4	11	4	3		5	2	1	30
1920	2	4	4	10			6	1	27
1921	1	1	2	4			1		9
1922	2	3	2	2					9
1923	1	2	1	5			2		11
1924	1					2			3
1925				4		1			5
1926				4					4
1927			3	1					4
1928			2	1					3
1929	1	1		1					3
1930	2			1					3
1931				2			1		3
1932									
1933			1	1				1	3
1934				10					10
1935		1	2	11					14
1936	1		4	8				2	15
1937		1	2	13					16
1938			3	3				3	9
1939	1			3					4
1940			2	5					7
1941	3	1	2	7					13
1942	1		4	8		1		1	15
1943	1	4	1	17	1				24
1944		3	4	3			2	1	13
1945		4	2	3		1	1	1	12
1946	1	4	3	8		1	1	2	20
1947		5	5	12			1		23
1948	1	1	6	6					14
1949		3	3	2		1			9
1950	2	3	2	2		1	2		12
Total	126	98	110	243	1	36	51	21	686

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE XII.—WORKERS INVOLVED IN STRIKES AND LOCKOUTS, CANADA, TRANSPORTATION AND PUBLIC UTILITIES BY INDUSTRIES, 1901-1950*

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscellaneous	Total
1901	5,056	43	11	425	.....	.....	12	.....	5,547
1902	477	1,095	300	2,570	.....	13	345	.....	4,800
1903	1,207	2,860	1,983	2,548	.....	47	200	.....	8,845
1904	1,208	.....	.....	23	.....	64	.....	.....	1,295
1905	500	78	.....	1,227	.....	8	.....	.....	1,813
1906	1,097	608	436	179	.....	54	.....	.....	2,374
1907	1,145	.....	911	3,721	.....	524	75	.....	6,376
1908	8,100	85	22	340	.....	.....	.....	.....	8,547
1909	118	112	18	1,455	.....	.....	.....	.....	1,703
1910	3,685	600	.....	185	.....	40	30	.....	4,540
1911	1,854	30	885	1,990	.....	100	60	30	4,949
1912	3,962	210	1,105	1,190	.....	195	350	.....	7,012
1913	1,225	1,100	707	725	.....	320	382	.....	4,459
1914	.....	150	.....	.....	.....	.....	103	.....	253
1915	.....	.....	.....	1,140	.....	.....	200	.....	1,340
1916	818	615	1,107	100	.....	22	135	307	3,104
1917	1,866	3,612	670	1,820	.....	579	273	650	9,470
1918	7,926	3,567	821	3,246	.....	659	587	942	17,748
1919	427	3,776	4,456	1,184	.....	544	937	1,250	12,574
1920	175	3,094	807	2,223	.....	.....	388	40	6,727
1921	153	212	121	447	.....	.....	239	.....	1,172
1922	185	130	194	3,119	.....	.....	.....	.....	3,628
1923	30	321	77	2,126	.....	.....	18	.....	2,572
1924	50	.....	.....	.....	.....	83	.....	.....	133
1925	.....	.....	.....	125	.....	6	.....	.....	131
1926	.....	.....	.....	515	.....	.....	.....	.....	515
1927	.....	.....	201	125	.....	.....	.....	.....	326
1928	.....	.....	119	13	.....	.....	.....	.....	132
1929	68	36	.....	100	.....	.....	.....	.....	204
1930	230	.....	.....	48	.....	.....	.....	.....	278
1931	.....	.....	.....	281	.....	.....	170	.....	451
1932	.....	.....	.....	.....	.....	.....	.....	.....	.....
1933	.....	.....	13	300	.....	.....	.....	9	322
1934	.....	.....	.....	465	.....	.....	.....	.....	465
1935	.....	171	190	5,231	.....	.....	.....	.....	5,592
1936	50	.....	2,149	1,035	.....	.....	.....	57	3,291
1937	.....	21	11	1,409	.....	.....	.....	.....	1,441
1938	.....	.....	925	1,430	.....	.....	.....	164	2,519
1939	80	.....	.....	185	.....	.....	.....	.....	265
1940	.....	.....	225	6,591	.....	.....	.....	.....	6,816
1941	355	176	79	956	.....	.....	.....	.....	1,566
1942	6	.....	505	1,640	.....	65	.....	17	2,233
1943	98	3,093	64	4,506	951	.....	.....	.....	8,712
1944	.....	7,034	83	206	.....	.....	116	45	7,484
1945	.....	2,613	140	1,386	.....	22	100	61	4,322
1946	73	146	118	3,161	.....	4	81	62	3,645
1947	.....	3,106	201	1,118	.....	.....	9	.....	4,434
1948	12	66	357	877	.....	.....	.....	.....	1,312
1949	.....	308	365	1,576	.....	6	.....	.....	2,255
1950	128,006	3,060	180	856	.....	300	193	.....	132,595
Total	170,242	42,128	20,556	66,118	951	3,655	5,003	3,634	312,287

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

TABLE XIII.—TIME LOSS IN MAN-WORKING DAYS IN STRIKES AND LOCKOUTS, CANADA, TRANSPORTATION AND PUBLIC UTILITIES BY INDUSTRIES, 1901-1950

Year	Steam Railways	Electric Railways and Local Bus Lines	Other local and Highway Transport	Water Transport	Air Transport	Telegraph and Telephone	Electricity and Gas	Miscellaneous	Total
1901	300,088	340	22	455	.....	.....	60	.....	300,965
1902	13,827	3,875	600	13,470	.....	255	3,480	.....	35,507
1903	63,850	8,560	35,066	87,112	.....	20	1,600	.....	196,208
1904	5,240	.....	.....	46	.....	855	.....	.....	6,141
1905	58,000	956	.....	3,945	.....	100	.....	.....	63,001
1906	5,927	7,444	1,686	209	.....	4,082	.....	.....	19,348
1907	5,225	.....	6,820	21,731	.....	2,342	400	.....	36,518
1908	440,400	170	22	1,130	.....	.....	.....	.....	441,722
1909	2,584	450	100	6,520	.....	.....	.....	.....	9,654
1910	47,470	7,800	.....	185	.....	40	30	.....	55,525
1911	32,566	30	2,885	3,140	.....	100	240	30	38,991
1912	73,981	735	5,335	4,157	.....	630	3,100	.....	87,938
1913	18,656	7,670	3,314	3,043	.....	2,560	1,204	.....	36,447
1914	.....	450	.....	.....	.....	.....	1,280	.....	1,730
1915	.....	.....	.....	20,900	.....	.....	3,800	.....	24,700
1916	6,965	3,020	16,091	300	.....	66	809	1,366	28,617
1917	13,392	17,005	3,735	14,770	.....	4,802	2,517	3,900	60,121
1918	56,099	18,241	4,770	29,180	.....	8,170	4,850	7,768	129,078
1919	1,727	41,186	43,562	17,968	.....	4,056	13,173	7,500	129,172
1920	5,653	14,347	5,864	25,947	.....	.....	2,875	320	55,006
1921	46,167	7,324	171	8,852	.....	.....	3,107	.....	65,621
1922	40,840	4,431	1,080	47,500	.....	.....	.....	.....	93,851
1923	15	921	700	71,452	.....	.....	130	.....	73,218
1924	25	.....	.....	.....	.....	752	.....	.....	777
1925	.....	.....	.....	248	.....	21	.....	.....	269
1926	.....	.....	.....	1,612	.....	.....	.....	.....	1,612
1927	.....	.....	521	375	.....	.....	.....	.....	896
1928	.....	.....	2,730	370	.....	.....	.....	.....	3,100
1929	68	36	.....	4,000	.....	.....	.....	.....	4,104
1930	220	.....	.....	432	.....	.....	.....	.....	652
1931	.....	.....	.....	18,900	.....	.....	2,000	.....	20,900
1932	.....	.....	.....	.....	.....	.....	.....	.....	.....
1933	.....	.....	25	750	.....	.....	.....	100	875
1934	.....	.....	.....	629	.....	.....	.....	.....	629
1935	.....	171	350	74,175	.....	.....	.....	.....	74,696
1936	50	.....	6,435	5,045	.....	.....	.....	522	12,052
1937	.....	126	33	14,299	.....	.....	.....	.....	14,458
1938	.....	.....	6,142	3,160	.....	.....	.....	215	9,517
1939	60	.....	.....	265	.....	.....	.....	.....	325
1940	.....	.....	3,800	11,287	.....	.....	.....	.....	15,087
1941	390	880	800	2,154	.....	.....	.....	.....	4,224
1942	30	.....	775	4,409	.....	125	.....	100	5,439
1943	98	7,158	250	11,392	60	.....	.....	.....	18,958
1944	.....	44,017	955	339	.....	.....	47	68	45,426
1945	.....	24,668	504	2,525	.....	88	250	61	28,096
1946	73	408	322	50,872	.....	10	526	127	52,338
1947	.....	64,971	1,855	7,436	.....	.....	9	.....	74,271
1948	48	300	3,083	22,745	.....	.....	.....	.....	26,176
1949	.....	4,700	2,251	38,350	.....	250	.....	.....	45,551
1950	1,000,054	2,110	615	2,843	.....	1,350	948	.....	1,007,920
Total	2,239,788	294,500	163,269	660,624	60	30,674	46,435	22,077	3,457,427

TABLE XIV.—STRIKES AND LOCKOUTS, 1950, BY INDUSTRIES

Industry	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Agriculture						
Logging	**1**	**0·6**	**130**	**0·1**	**520**	**0·0**
Fishing and Trapping	**1**	**0·6**	**70**	**0·0**	**1,540**	**0·1**
Mining [1]	**15**	**9·3**	**7,258**	**3·8**	**47,800**	**3·4**
Coal	11	6·8	4,348	2·3	14,925	1·0
Other	4	2·5	2,910	1·5	32,875	2·4
Manufacturing	**99**	**61·5**	**47,490**	**24·7**	**245,346**	**17·7**
Vegetable foods, etc	1	0·6	230	0·1	1,035	0·1
Tobacco and liquors						
Rubber and its products (including synthetic)	5	3·1	1,906	1·0	4,175	0·3
Animal foods	3	1·9	137	0·1	1,140	0·1
Boots and shoes (leather)	3	1·9	309	0·2	9,540	0·7
Fur, leather and other animal products	3	1·9	205	0·1	3,480	0·3
Textiles, clothing, etc	20	12·4	3,494	1·8	55,604	4·0
Pulp, paper and paper products	2	1·2	423	0·2	3,900	0·3
Printing and publishing	1	0·6	4	0·0	250	0·0
Miscellaneous wood products	16	9·9	2,763	1·4	14,998	1·1
Metal products	40	24·9	37,306	19·4	136,136	9·8
Ferrous	*26*	*16·2*	*34,011*	*17·7*	*86,898*	*6·3*
Non-ferrous	*14*	*8·7*	*3,295*	*1·7*	*49,238*	*3·5*
Shipbuilding	1	0·6	507	0·3	11,000	0·8
Non-metallic minerals, chemicals, etc	3	1·9	151	0·1	2,023	0·1
Miscellaneous products	1	0·6	55	0·0	2,065	0·1
Construction [1]	**13**	**8·1**	**2,318**	**1·2**	**28,866**	**2·1**
Buildings and structures	12	7·5	2,258	1·2	28,836	2·1
Railway						
Bridge [1]						
Highway						
Canal, harbour, waterway						
Miscellaneous	1	0·6	60	0·0	30	0·0
Transportation and Public Utilities	**12**	**7·5**	**132,595**	**69·0**	**1,007,920**	**72·6**
Steam railways	2	1·2	128,006	66·6	1,000,054	72·0
Electric railways and local bus lines	3	2·0	3,060	1·6	2,110	0·2
Other local and highway transport	2	1·2	180	0·1	615	0·0
Water transport	2	1·2	856	0·4	2,843	0·2
Air transport						
Telegraph and telephone	1	0·7	300	0·2	1,350	0·1
Electricity and gas	2	1·2	193	0·1	948	0·1
Miscellaneous						
Trade	**7**	**4·3**	**378**	**0·2**	**10,867**	**0·8**
Finance						
Service	**13**	**8·1**	**1,914**	**1·0**	**46,180**	**3·3**
Public administration [1]	2	1·2	1,159	0·6	26,860	1·9
Recreation	1	0·6	11	0·0	140	0·0
Business and personal	10	6·3	744	0·4	19,180	1·4
Total	**161**	**100·0**	**192,153**	**100·0**	**1,389,039**	**100·0**

[1] Non-ferrous smelting is included with mining; erection of all large bridges is under bridge construction; water service is under public administration.

TABLE XV.—STRIKES AND LOCKOUTS, 1950, BY CAUSES AND RESULTS

Cause or Object	In Favour of Workers			In Favour of Employers			Compromise or Partially Successful			Indefinite or Unterminated			Total		
	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days
Wages (1)	**10**	**732**	**3,377**	**19**	**17,431**	**53,030**	**43**	**139,736**	**1,226,182**	**7**	**628**	**24,624**	**79**	**158,527**	**1,307,213**
Increase in wages	1	57	57	6	16,020	10,530	2	260	830	1	130	1,100	10	16,467	12,517
Decrease in wages	2	146	660										2	146	660
Increase in wages and reduced hours															
Increase in wages and other changes (1)	7	529	2,660	13	1,411	42,500	41	139,476	1,225,352	6	498	23,524	67	141,914	1,294,036
Hours of Labour				**1**	**2,483**	**600**							**1**	**2,483**	**600**
Reduced hours				1	2,483	600							1	2,483	600
Increased hours															
Other causes affecting wages and working conditions	**8**	**3,436**	**12,663**	**17**	**14,085**	**18,574**	**10**	**1,739**	**3,436**	**5**	**1,298**	**4,532**	**40**	**20,558**	**39,205**
Union questions	**14**	**1,491**	**4,563**	**21**	**2,888**	**45,060**	**41**	**141,031**	**1,250,315**	**11**	**3,565**	**28,497**	**90**	**148,975**	**1,328,435**
Recognition of union	1	70	18	1	165	330							2	235	348
Collective agreements—															
First agreements, renewals and amendments				2	28	315	2	1,521	24,863	1	16	55	5	1,565	25,233
Closed shop, union shop, maintenance-of-membership, check-off, etc															
Increase in wages and other changes (1)	7	529	2,660	13	1,411	42,500	41	139,476	1,225,352	5	492	23,470	66	141,908	1,293,982
Decrease in wages and other changes															
Employment of union members only	1	260	260							1	84	42	2	344	302
Discharge of workers for union activity or membership	3	305	775	1	102	500				2	17	280	6	424	1,555
Union jurisdiction (3)	1	35	350										1	35	350
Other union questions (4)	1	292	500	4	1,182	1,415	1	34	100	2	2,956	4,650	8	4,464	6,665
Discharge of workers (5) (6)	**4**	**356**	**753**	**2**	**43**	**340**	**5**	**1,881**	**4,631**				**11**	**2,280**	**5,724**
Employment of particular persons (5)	**1**	**29**	**75**	**1**	**40**	**280**	**1**	**190**	**380**				**3**	**259**	**735**
Sympathy				**3**	**979**	**1,109**							**3**	**979**	**1,109**
Unclassified															
Total (2)	**30**	**5,515**	**18,771**	**51**	**36,538**	**76,493**	**62**	**145,101**	**1,259,592**	**18**	**4,999**	**34,183**	**161**	**192,153**	**1,389,039**

(1) The figures for the group "Increase in wages and other changes" under "Union Questions—Collective Agreements" are included in these totals and are therefore shown twice in the table but counted only once in the final total, see footnote (2); in addition to increase in wages, "other changes" may include union security, reduced hours, changes in working conditions, vacations with pay, sick leave, health, welfare and pension plans, payment for statutory holidays, overtime rates, shift differential, etc.

(2) These totals are not the sum of the above group totals, see footnote (1).

(3) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(4) Inter-union disputes caused four strikes, involving 3,470 workers with a time loss of 4,915 days.

(5) Other than in connection with union questions.

(6) Including suspension and refusal to reinstate.

TABLE XVI. - STRIKES AND LOCKOUTS, 1950, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations		Conciliation or Mediation		Reference to Labour Boards Commissioners, etc.		Arbitration		Return of Workers and Replacement		Indefinite or Unterminated		**Total**	
	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers
Agriculture														
Logging			1	130									1	130
Fishing and trapping									1	70			1	70
Mining	9	3,258	2	2,356					3	1,245	1	399	15	7,258
Manufacturing	29	6,669	21	4,320	2	227	3	283	31	34,511	13	1,477	99	47,490
Clothing, textiles and leather [1]	8	1,113	5	863			1	50	9	1,779	3	203	26	4,008
Metal	9	2,681	6	2,440	1	87	1	9	17	31,033	6	1,056	40	37,306
Shipbuilding	1	507											1	507
Other	11	2,368	10	1,017	1	140	1	224	5	1,702	4	218	32	5,669
Construction	9	1,005	1	1,200	1	35			2	78			13	2,318
Transportation and public utilities	2	200	3	478	2	920	1	128,000	2	91	2	2,906	12	132,595
Trade	3	71	2	228					1	29	1	50	7	378
Finance														
Service	2	344	2	1,115	1	40			4	180	4	235	13	1,914
Miscellaneous														
Total	54	11,547	[2] 32	9,827	6	1,222	4	128,283	[3] 44	[3]36,207	[3] 21	[3] 5,067	161	192,153

[1] Textiles, clothing, etc.; fur, leather and other animal products; boots and shoes (leather).
[2] Provincial conciliation in 29 cases; civic conciliation in three cases.
[3] Replacement was a factor in 13 cases in strikes involving 799 workers.

TABLE XVII.—STRIKES AND LOCKOUTS, 1950, BY NUMBER OF WORKERS INVOLVED

Number of Workers Involved	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 10	5	3·0	31	0·0	717	0·1
10 and under 50	37	23·0	1,018	0·5	16,015	1·2
50 and under 100	31	19·3	2,109	1·1	27,922	2·0
100 and under 500	65	40·4	14,991	7·8	152,870	11·0
500 and under 1,000	12	7·5	8,260	4·3	110,775	7·9
1,000 and over	11	6·8	165,744	86·3	1,080,740	77·8
Total	161	100·0	192,153	100·0	1,389,039	100·0

TABLE XVIII.—STRIKES AND LOCKOUTS, 1950, BY TIME LOSS

Number of Man-Working Days Lost	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 100	25	15·5	1,266	0·6	1,092	0·1
100 and under 500	52	32·4	7,236	3·8	12,636	0·9
500 and under 1,000	25	15·5	6,431	3·4	16,231	1·2
1,000 and under 10,000	47	29·2	42,809	22·3	145,918	10·5
10,000 and under 50,000	11	6·8	6,411	3·3	213,252	15·3
50,000 and over	1	0·6	128,000	66·6	1,000,000	72·0
Total	161	100·0	192,153	100·0	1,389,039	100·0

TABLE XIX.—STRIKES AND LOCKOUTS, 1950, BY DURATION

Period of Duration	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Under 5 days	86	53·5	50,403	26·1	54,508	3·9
5 days and under 10	22	13·7	131,970	68·6	1,021,840	73·7
10 days and under 15	6	3·7	478	0·3	6,066	0·4
15 days and under 20	6	3·7	1,851	1·0	31,755	2·3
20 days and under 25	5	3·1	915	0·5	19,945	1·4
25 days and under 50	19	11·8	4,574	2·4	147,533	10·6
50 days and under 100	10	6·2	1,072	0·6	65,572	4·7
100 days and over	2	1·2	118	0·1	8,150	0·6
Unterminated or carried over from previous year	5	3·1	772	0·4	33,670	2·4
Total	161	100·0	192,153	100·0	1,389,039	100·0

TABLE XX.—STRIKES AND LOCKOUTS, 1950, BY PROVINCES

Province	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-working Days	Per Cent of Total
Newfoundland	6	3·7	2,636	1·4	33,258	2·4
Nova Scotia	5	3·1	2,877	1·5	7,250	0·5
Prince Edward Island						
New Brunswick	4	2·5	421	0·2	4,624	0·3
Quebec	32	20·0	8,185	4·2	97,309	7·0
Ontario	76	47·2	41,240	21·5	197,026	14·2
Manitoba	2	1·2	352	0·2	1,750	0·1
Saskatchewan	2	1·2	197	0·1	1,200	0·1
Alberta	12	7·5	1,963	1·0	13,643	1·0
British Columbia	20	12·4	3,799	2·0	32,379	2·3
Interprovincial [1]	2	1·2	130,483	67·9	1,000,600	72·1
Total	161	100·0	192,153	100·0	1,389,039	100·0

[1] One strike, steel products factory workers, Quebec, one establishment, 500 workers, 100 days; Ontario 3 establishments, 1,983 workers, 500 days. One strike, non-operating railway workers, Newfoundland, 2,900 workers, 22,000 days; Nova Scotia, 4,500 workers, 35,000 days; Prince Edward Island, 700 workers, 5,000 days; New Brunswick, 7,600 workers, 58,000 days; Quebec, 33,700 workers, 265,000 days; Ontario, 31,500 workers, 248,000 days; Manitoba, 18,400 workers, 145,000 days; Saskatchewan, 8,100 workers, 62,000 days; Alberta 10,900 workers, 85,000 days; British Columbia, 9,700 workers, 75,000 days

TABLE XXI.—STRIKES AND LOCKOUTS, 1940-1950, BY MONTHS

Month	Number of strikes and Lockouts Beginning in Month										
	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	5	12	12	32	22	16	10	10	12	5	6
February	11	6	20	27	18	16	16	13	8	7	11
March	10	12	14	25	11	22	22	13	9	9	14
April	15	30	17	35	12	15	22	23	12	9	13
May	19	30	28	35	24	13	29	33	13	15	18
June	12	28	50	53	22	12	25	20	16	16	18
July	21	26	61	33	22	25	33	19	13	12	19
August	20	28	53	46	22	19	20	22	18	14	14
September	13	24	35	35	9	16	18	27	18	13	14
October	21	18	25	36	14	14	11	29	10	14	16
November	10	8	25	24	10	21	14	15	14	11	9
December	9	7	12	20	9	7	5	8	4	7	6
Year	166	229	352	401	195	196	225	232	147	132	158

Month	Number of Strikes and Lockouts in Existence During Month										
	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	7	14	14	33	26	17	13	14	19	10	9
February	13	9	21	31	20	17	19	21	14	10	16
March	12	13	18	27	14	23	30	21	15	11	22
April	19	35	20	37	12	15	30	29	18	18	24
May	23	34	32	40	25	15	36	47	22	23	28
June	14	32	55	59	23	13	36	33	29	28	27
July	21	29	68	39	23	27	47	29	26	20	34
August	22	35	59	50	26	27	46	38	31	20	27
September	15	29	43	38	9	17	37	42	31	25	23
October	22	23	26	38	14	18	27	48	22	22	25
November	13	12	26	28	12	24	20	29	21	22	19
December	10	9	15	22	11	13	10	15	12	15	14
Year	*168	*231	*354	*402	*199	*197	*228	*236	*154	*137	*161

Month	Number of Workers Involved in New Strikes and Lockouts										
	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	732	1,610	852	19,740	4,839	5,426	2,277	2,058	11,596	1,326	2,144
February	2,599	1,618	1,507	2,611	8,737	5,012	3,594	29,449	1,858	6,721	3,053
March	1,775	1,108	3,432	16,688	1,612	4,770	4,299	1,012	1,360	1,951	4,620
April	12,629	20,004	7,272	32,292	14,384	4,622	4,924	3,113	2,152	2,097	2,081
May	8,327	5,462	5,512	7,210	9,481	3,242	46,681	19,350	1,157	4,028	3,733
June	4,826	6,918	15,740	21,765	5,840	2,773	31,556	3,077	2,048	4,290	1,699
July	8,563	21,500	17,048	14,205	9,229	11,738	28,226	1,767	6,368	7,717	4,941
August	6,894	8,878	20,156	35,346	9,086	8,509	5,180	5,737	2,046	3,390	131,526
September	2,746	8,352	12,875	9,797	1,024	19,635	2,036	16,495	6,296	6,515	12,567
October	8,102	4,718	6,062	6,092	4,260	6,737	7,212	10,869	2,638	10,769	12,335
November	2,339	3,769	20,262	17,489	1,380	20,924	1,970	8,508	2,373	1,381	12,087
December	903	3,088	1,185	35,049	2,117	2,654	839	1,450	1,795	767	1,130
Year	60,435	87,025	111,903	218,284	71,989	96,042	138,794	102,885	41,687	50,952	191,916

Month	Number of Workers Involved in All Strikes and Lockouts in Existence										
	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	916	1,676	2,865	19,860	8,140	5,452	2,957	3,293	12,729	1,811	2,381
February	3,041	1,819	3,007	5,239	8,782	5,023	3,769	32,552	11,058	7,245	3,861
March	1,981	1,189	3,777	16,993	1,669	4,800	6,097	17,070	3,845	6,601	5,600
April	13,839	20,460	7,483	32,496	14,384	4,622	7,110	17,988	4,678	7,851	2,869
May	8,590	5,975	6,507	15,306	22,827	3,336	47,855	35,893	3,204	10,532	4,491
June	6,837	7,547	16,275	23,321	5,980	2,926	70,600	19,101	3,804	11,511	2,767
July	8,563	22,170	21,736	15,679	9,571	11,975	50,429	3,105	8,338	12,592	6,394
August	6,923	13,314	21,434	35,645	12,585	13,190	42,506	7,255	7,617	4,574	133,392
September	3,057	10,773	13,357	10,305	1,024	19,819	33,451	21,528	11,619	8,588	15,344
October	8,130	5,511	6,107	6,361	4,260	25,868	33,425	26,759	7,908	16,433	13,138
November	3,657	4,740	20,439	18,172	1,662	31,054	7,915	14,775	3,452	8,925	14,165
December	953	5,688	1,488	35,227	2,312	19,511	2,256	3,387	2,566	3,197	2,581
Year	*60,619	*87,091	*113,916	*218,404	*75,290	*96,068	*139,474	*104,120	*42,820	*51,437	*192,153

Month	Time Loss in Man-Working Days for All Strikes and Lockouts in Existence										
	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
January	5,962	3,508	46,635	166,715	23,658	31,937	18,948	28,504	135,835	9,710	38,588
February	12,749	7,126	24,141	24,301	39,888	6,656	11,891	198,214	140,130	71,652	24,871
March	14,940	3,670	21,602	30,822	2,834	8,709	45,856	378,580	57,133	136,317	25,041
April	64,914	77,036	20,869	103,936	115,994	23,533	45,764	365,687	51,269	138,931	15,272
May	51,122	22,397	17,780	47,229	126,386	6,738	566,410	366,070	39,754	173,925	24,471
June	38,827	39,284	41,593	142,917	9,528	5,138	933,876	168,737	34,337	141,197	29,692
July	21,186	48,859	53,498	65,632	26,023	45,497	915,911	23,769	77,588	58,005	50,880
August	13,821	33,569	49,951	240,493	120,283	41,122	870,694	51,758	110,625	36,276	1,054,013
September	6,476	82,463	37,808	37,598	800	184,556	657,714	273,947	112,759	67,933	37,503
October	17,949	19,693	26,926	25,639	7,139	419,242	392,247	400,114	88,598	69,992	30,766
November	15,222	41,764	103,355	103,566	5,080	422,673	33,278	119,701	17,000	135,690	49,477
December	3,150	54,545	6,044	52,350	12,526	261,619	23,804	22,259	20,765	24,039	8,465
Year	266,318	433,914	450,202	1,041,198	490,139	1,457,420	4,516,393	2,397,340	885,793	1,063,667	1,389,039

* These figures relate to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
LOGGING—										
Pulpwood cutters	St. Fereol, P.Q.	Protest against reduction of 50 cents per cord, piece work rates	Conciliation, provincial	Workers	Oct. 25	Oct. 30	1	130	520	4
								130	520	
FISHING AND TRAPPING—										
Fishermen	Burin, Nfld.	For increased prices for fish	Return of workers	Employers	Dec. 27, 1949	Jan. 23	4	70*‡	1,540	17
								70	1,540	
MINING—										
Coal—										
Firebosses	Bellevue, Blairmore, Cadomin, Canmore, Coleman, Gregg River, Luscar, Alta.	For implementation of majority report of arbitration board for welfare fund and continuance of monthly wage rates, instead of welfare fund and daily rates proposed by operators	Workers withdrew from union but returned to work under same conditions as outlined in previous agreement	Employers	Jan. 16	Mar. 6	10	105	3,775	35
Coal miners	Glace Bay, N.S.	Protest against proposed change to datal pay for tracklayers and pipe fitters, and increase in number of employees	Return of workers	Employer	Feb. 2	Feb. 6	1	850	1,700	2
Coal miners	Sydney Mines, N.S.	Re payment for loading coal left at wall on previous day due to power shortage	Negotiations	Compromise	Feb. 7	Feb. 9	1	700	1,400	2
Coal miners, motormen and switchmen	Drumheller, Alta.	Dispute over reversal of haulage motor	Return of workers	Employer	Feb. 13	Feb. 14	1	133	133	1
Coal miners	Cambria, Alta.	Protesting dismissal of a miner following argument with mine official	Negotiations	Workers, miner reinstated	Feb. 24	Feb. 28	1	139	278	2
Coal miners	Canmore, Alta.	Refusal to pass picket line of striking firebosses	Return of workers	Employer	Mar. 1	Mar. 3	1	262	524	2
Coal miners	Nacmine, Alta.	Protest against indefinite layoff of a miner for smoking in tipple	Return of workers pending further negotiations	Compromise, miner reinstated after two weeks' suspension	June 5	June 8	1	115	345	3

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MINING—*Conc.*										
Coal—conc										
Coal miners	Springhill, N.S.	Dispute over extra pay for duffing	Negotiated during shut-down of mines for two weeks' vacation	Workers	July 26	Aug. 14	3	1,175	3,500	3
Coal miners	Lethbridge, Alta.	Protest by contract miners against pushing cars to coal face	Return of workers pending further negotiations	Workers, company to push cars on a month's trial, see later strike	Oct. 23	Nov. 1	1	300	1,100	7
Coal miners	Drumheller, Alta.	Dispute over type of powder to be used for blasting	Negotiations	Workers	Nov. 27	Nov. 28	1	170	170	1
Coal miners	Lethbridge, Alta.	Protest by contract miners against pushing cars to coal face, see previous strike	Unterminated	.....	Dec. 21	.....	3	399	2,000	5¼
								4,348	14,925	
Other—										
Iron ore miners	Bell Island, Nfld.	Dispute over duration of new agreement	Conciliation, provincial	Compromise, two-year agreement expiring Oct. 1, 1952	Jan. 3	Jan. 23	4	1,450	24,650	17
Iron ore miners	Bell Island, Nfld.	For improved safety measures in mines following fatal accident	Conciliation, provincial	Workers	May 4	May 15	1	906	6,000	7
Gold miners and millworkers	South Porcupine, Ont.	For a union agreement providing for inclusion of cost-of-living bonus in basic wage rates, payment for eight statutory holidays, check-off, extension of vacationplan, pension plan, etc., following reference to conciliation board	Negotiations	Compromise	Aug. 16	Aug. 23	1	404	2,100	5½
Lead miners	Montauban, P.Q.	Alleged discrimination in dismissal of three workers	Negotiations	Workers	Aug. 28	Aug. 28	1	150*2	125	1
								2,910	32,875	

MANUFACTURING—									
Vegetable Foods, etc.—									
Canning factory workers	Chatham, Ont.	For a new agreement providing for increased wages and other changes, following reference to arbitration and conciliation boards	Conciliation, provincial	Compromise	June 19	June 26	1	230	1,035	4½
								230	1,035	
Rubber and Its Products (Including Synthetic)—										
Rubber factory workers	Montreal, P.Q.	Dispute over shift arrangements	Negotiations	Compromise	May 1	May 1	1	428	285	2/3
Tire factory workers, wire wrappers	Kitchener, Ont.	Suspension of workers for alleged slowdown in protest against new time standard	Return of workers pending negotiations for new standard (workers reinstated)	Compromise	June 2	June 5	1	36*3	30	1
Tire factory workers, curers and builders	New Toronto, Ont.	Protesting change in piece-work rates and transfer of union steward to another shift	Conciliation, provincial	Compromise, adjustment in rates	July 10	July 12	1	180*4	540	3
Tire factory workers	Kitchener, Ont.	Protest against dismissal of maintenance man for unsatisfactory service	Negotiations	Compromise, worker reinstated at another job	Sept. 27	Oct. 2	1	1,197	3,190	2⅔
Rubber factory workers	Kitchener, Ont.	Dispute over time standards and other grievances	Negotiations	Employer	Nov. 6	Nov. 8	1	65	130	2
								1,906	4,175	
Animal Foods—										
Meat packing plant workers	Windsor, Ont.	For a new agreement providing for increased wages and other changes	Conciliation, provincial and negotiations	Compromise, see later strike	Aug. 16	Aug. 22	1	40	170	4¼
Meat packing plan workers	Windsor, Ont.	For a new agreement providing for increased wages, reduced hours, and other changes, and alleged discrimination in dismissal of union steward	Conciliation, provincial, and negotiations	Compromise, steward not rehired	Oct. 24	Dec. 4	1	27	760	28¼
Meat packing plant workers	New Westminster, B.C.	Dispute over interpretation of clause in agreement re amount of overtime to be worked	Return of workers pending reference to arbitration	Indefinite settlement not reached by end of year	Nov. 21	Nov. 24	1	70	210	3
								137	1,140	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MANUFACTURING—*Con.*										
Boots and Shoes Leather—										
Shoe factory workers	Richmond, P.Q.	For union recognition and agreement providing for increased wages and other changes	Negotiations and replacement	Partially successful	Feb. 14	Apr. 7	2	195	8,100	45
Shoe factory workers	Quebec, P.Q.	Protesting reduction in piece-work rates on government contract	Negotiations	Workers	Mar. 31	Apr. 14	1	16	140	9¼
Shoe factory workers	Vancouver, B.C.	For a new agreement providing for increased wages, following reference to conciliation board and arbitration	Conciliation, provincial, and negotiations	Compromise	Oct. 31	Nov. 20	1	98	1,300	13¼
								309	9,540	
Fur, Leather and Other Animal Products—										
Leather goods factory workers	Montreal, P.Q.	For implementation of award of arbitration board providing for increased wages and other changes in union agreement under negotiations	Negotiations	Workers	Apr. 12	May 3	1	35	630	18
Fur factory workers	Toronto, Ont.	For a new agreement providing for increased wages and reduced hours from 42 to 35 per week, following reference to conciliation board	Return of workers	Employer	June 16	July 17	1	120	2,700	23
Luggage factory workers	Amherst, N.S.	Against dismissal of a worker for cause	Arbitration board	Compromise, worker reinstated after 10-day suspension	Sept. 11	Sept. 14	1	50	150	3
								205	3,480	

Textiles, Clothing, etc.—										
Worsted textile factory workers	Trenton, Ont.	For a new agreement providing for increased wages and reduced hours	Return of workers and replacement	Employer	Dec. 28, 1949	Called off by union June 27	1	117	9,850	123
Ladies dress factory workers	Montreal, P.Q.	Protest against lay-off of two pressers	Negotiations	Workers	Jan. 12	Jan. 16	1	17	30	1½
Men's work clothing factory workers	Bedford, P.Q.	For dismissal of foreman for disciplining two female workers	Return of workers and replacement	Employer	Jan. 30	Jan. 30	1	36	18	½
Cotton factory workers	Welland, Ont.	Refusal to join union by one worker previously not eligible for union membership because of job rating	Return of workers	Employer	Feb. 1	Feb. 13	1	300	500	2
Sportswear factory workers	Toronto, Ont.	Alleged discrimination in dismissal of three workers	Return of workers pending reference to Ontario Labour Relations Board	Indefinite	Feb. 3	Feb. 13	1	11	60	6
Hosiery and clothing factory workers	Guelph, Ont.	Refusal of union to accept clause that wage increases in lower brackets be negotiated in recommendations of conciliation board providing for certain wage increases, reduced hours, hospitalization plan, etc., in union agreement under negotiations	Return of workers pending further negotiations	Compromise	Feb. 13	Mar. 13	1	59	1,170	20
Men's clothing factory workers	Montreal, P.Q.	Against dismissal of a foreman	Replacement and return of four workers	Employer	Feb. 20	Mar. 4	1	31	290	9½
Cotton factory workers, weavers	Milltown, N.B.	Protest against inconvenience caused by closing entrance to weaving department during alterations	Negotiations	Workers	Mar 21	Mar 22	1	205	200	1
Pants factory workers	Montreal, P.Q.	Against dismissal of certain workers following a fracas in the plant	Conciliation, provincial	Workers	Apr. 20	Apr. 26	1	30	150	5
Shirt factory workers	Montreal, P.Q.	For increased wage rates in new agreement under negotiations following reference to arbitration board	Negotiations	Workers	Apr. 20	Apr. 22	1	225	450	2
Cotton and rayon underwear factory workers	Sherbrooke, P.Q.	For a new agreement providing for increased wages, following reference to court of referees	Partial return of workers Oct. 17-50; unterminated		May 11		1	136	15,280	164
Knitting mill workers	St. Jerome, P.Q.	For implementation of award of arbitration board for increased wages in new agreement under negotiations	Conciliation, civic, and negotiations	Compromise	July 6	Sept. 5	1	504*5	23,050	46
Woollen mill workers	Huntingdon, P.Q.	Dissatisfaction with a forelady	Conciliation, provincial	Compromise	Aug. 2	Aug. 4	1	190	380	2
Textile factory workers	Cornwall, Ont.	Dispute over revised work loads	Return of workers	Employer	Aug. 7	Aug. 9	1	98*6	150	1½
Hosiery factory workers	Drummondville, P.Q.	Protest against new system in finishing department	Conciliation, provincial	Compromise	Sept. 13	Sept. 14	1	41	41	1

TABLE XXII.– DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950–Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result–in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MANUFACTURING–*Con.*										
Textiles, Clothing, etc.–conc.										
Weavers and spinners	Grand'Mere, P.Q.	Inter-union dispute re bargaining agency	Employment conditions no longer affected by the middle of December	Indefinite	Oct. 2	‡	1	56	2,650	62
Textile factory workers	Montreal, P.Q.	Protest against alleged delay in negotiations for a new agreement providing for increased wages and other changes	Return of workers	Employer	Oct. 26	Oct. 27	1	250	50	½
Clothing factory workers	Sherbrooke, P.Q.	In sympathy with strikers at cotton and rayon underwear factory	Return of workers	Employers	Nov. 17	Nov. 17	3	632	500	1
Textile factory workers	Cornwall, Ont.	Protest against removal of time-study checkers in carding room	Negotiations	Employer	Dec. 4	Dec. 5	1	445	400	1
Textile dyeing factory workers	Valleyfield, P.Q.	Dispute over bonus of monthly coupons for rayon	Negotiations	Compromise, coupons discontinued, increase in wages granted	Dec. 19	Dec. 26	1	111	385	3½
								3,494	55,604	
Pulp, Paper and Paper Products–										
Paper box factory workers	Toronto, Ont.	For a new agreement providing for a greater increase in wages than recommended by conciliation board	Negotiations	Compromise	Mar. 2	Mar. 22	2	223	3,100	14
Electricians and machinists maintenance men	Corner Brook, Nfld.	For the same wage rates for maintenance men as for paper makers	Conciliation, provincial	Compromise	Apr. 9	May 14	1	200	800	4
								423	3,900	
Printing and Publishing–										
Printers	St. Johns, Nfld.	For a new agreement providing for increased wages	Called off by mutual agreement	Employer, four workers not rehired	May 22	Aug. 12	1	4	250	64¼
								4	250	

Miscellaneous Wood Products —										
Lumber and plywood factory workers	Port Alberni, B.C.	Dispute over vote re union affiliation for plant engineers	Return of workers	Employer	Mar. 9	Mar. 9	2	474	235	½
Plywood factory workers	New Westminster, B.C.	Alleged violation of agreement for night shift to work six nights per week instead of five	Return of workers	Employer	Mar. 25	Mar. 30	1	708	2,500	4
Plywood factory workers	New Westminster, B.C.	Alleged violation of agreement for night shift to work six nights per week instead of five	Return of workers	Employer	Apr. 1	Apr. 3	1	250	250	1
Boat builders	Niagara-on-the-Lake, Ont.	For increased wages	Partial return of workers	Employer	Apr. 17	May 5	1	10	140	14
Wood products factory workers	Louiseville, P.Q.	Alleged discrimination against union in shut-down of plant for temporary repairs	Negotiations	Compromise	Apr. 22	Apr. 26	1	34	100	3
Wood cabinet factory workers	Owen Sound, Ont.	For a new agreement providing for increased wages, and group insurance and welfare plan	Negotiations	Compromise	Apr. 24	May 4	1	207	1,550	7½
Lumber mill workers	Kiosk, Ont.	Dispute over cookhouse conditions and poor meals	Negotiations and replacement	Partially successful, new cookhouse staff	May 8	May 9	1	42	42	1
Lumber mill workers	Mesachie Lake, B.C.	Protest against working with two non-union workers	Return of workers	Workers	May 29	May 30	1	260	260	1
Furniture factory workers	Chesley, Ont.	For a signed agreement providing for increased wages, hospitalization plan, etc.	No settlement, plant operating with reduced staff	Employer	June 6	July 31	1	14	585	43½
Planing mill workers	Campbellton, N.B.	For a new agreement providing for increased wages, instead of proposed reduction, following reference to conciliation board	Conciliation, provincial	Compromise, plant to be operated on a co-operative basis	June 23	Aug. 14	1	108	4,155	39¼
Sawmill workers	Nanaimo, B.C.	Protesting replacement of three watchmen by Corps of Commissionaires	Return of workers pending reference to arbitration	Compromise, three watchmen given other work	July 3	July 7	1	224	896	4
Furniture factory workers	Nicolet, P.Q.	For an increase in wages of 5c per hour as provided in cost-of-living-wage clause in agreement	Negotiations	Workers	July 10	July 11	1	57	57	1
Shingle mill workers	New Westminster, B.C.	For settlement of grievance (to have kiln cars brought closer to packing benches to eliminate extra work)	Conciliation, provincial, and negotiations	Compromise	July 14	July 25	1	50	350	7
Pulpwood barkers and shippers	Shelter Bay, P.Q.	Protest against method of loading barges following an accident	Conciliation, provincial	Workers	Aug. 29	Aug. 29	1	55	18	⅓

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MANUFACTURING—*Con.*										
Miscellaneous Wood Products—Conc.										
Wood products factory workers	Oakville, Ont.	For a union agreement providing for increased wages, shift bonus, reduced hours and payment for statutory holidays	Return of workers pending reference to conciliation board	Compromise	Aug. 31	Sept. 27	1	140	2,760	19¾
Basket factory workers	Grimsby, Ont.	For increased wages	Return of workers pending certification of union as bargaining agency	Indefinite	Sept. 14	Sept. 27	1	130	1,100	8¾
								2,763	14,998	
Metal Products (Ferrous)—										
Steel products factory workers	London, Toronto, Ont., Montreal, Que.§	Protesting decision of arbitration board to retain 42½-hour week instead of 40 hours provisionally effective Jan. 1-50 in agreement	Return of workers	Employers	Mar. 14	Mar. 14	4	§2,483	§600	
Washing machine factory workers	Amherst, N.S.	Alleged discrimination in dismissal of three union officers	Return of workers and replacement	Employer	Apr. 15	Apr. 24	1	102	500	5
Automotive parts factory workers	Oshawa, Ont.	Alleged infraction of seniority in promotion of a worker to a supervisory position	Negotiations	Workers	Apr. 18	Apr. 19	1	292	500	2
Hardware factory workers	Peterborough, Ont.	For a new agreement providing for a 42½-hour week instead of 45 with the same take-home pay, increased minimum wage rates, improved seniority and stabilization of piece-work rates, following reference to conciliation board	Negotiations	Compromise	May 4	June 26	1	168	6,040	36
Wire rope and cable factory workers	Lachine, P.Q.	Against working with a non-union worker	Conciliation, provincial	Indefinite	May 10	May 10	1	84	42	½
Coke oven steel mill workers	Sault Ste. Marie, Ont.	Dispute over relief men for summer work schedule	Negotiations	Workers	May 22	May 23	1	325*7	325	1

Motor vehicle factory workers, spray painters	Windsor, Ont.	Protest against not being asked to work on May 24	Return of workers	Employer	May 22	May 23	1	38*3	30
Boiler and tank factory workers	New Westminster, B.C.	For a new agreement providing for increased wages, union shop and pay for statutory holidays following reference to conciliation board	Arbitration	Workers	June 2	June 29	1	9	175
Radiator factory workers	Windsor, Ont.	Discharge of probationary employee for refusal to perform assigned duties	Negotiations	Workers	June 6	June 8	1	170	295
Laundry machinery factory workers	Toronto, Ont.	For a new agreement providing for increased wages, extension of vacations with pay, additional union security, etc., following reference to conciliation board	Employment conditions no longer affected by the end of October	Indefinite	June 16	‡	1	32	2,390
Can and canning equipment factory workers	Toronto and New Toronto, Ont.	For a new agreement providing for increased wages, following reference to conciliation board	Negotiations	Compromise	July 12	Aug. 18	3	564*9	14,700
Steel mill ironworkers and pipe-fitters	Sault Ste. Marie, Ont.	For adjustment of work schedule on five-day week	Return of workers	Employer	July 16	July 21	1	95	400
Foundry workers, moulders	Sackville, N.B.	Dispute with shop foreman over working conditions	Return of workers following shut-down of plant for two-weeks' vacation	Employer	July 19	Aug. 14	1	38*10	114
Structural steel fabricators	Windsor, Ont.	Protest against alleged delay in negotiations for a new agreement providing for increased wages, pension and medical-hospitalization plan, payment for seven statutory holidays, etc.	Negotiations	Compromise	July 21	July 24	1	450	225
Wire rope and cable factory workers	Lachine, P.Q.	For a new agreement providing for increased wages, 42½-hour week with same take-home pay as for 45 hours, and adjustment of minor grievances, following reference to conciliation board	Return of workers and replacement	Employer	Sept. 5	Dec. 5	2	164	10,400
Hardware factory workers	Belleville, Ont.	For a new agreement providing for increased wages and other changes	Deemed terminated by UIC Court of Referees.	Indefinite	Sept. 26	Oct. 4	1	104	650
Metal factory workers	Fort Erie, Ont.	For a new agreement providing for increased wages, reduced hours, and revision of incentive plan	Return of workers pending reference to conciliation board	Compromise	Sept. 27	Dec. 13	1	87	4,500
Motor vehicle factory workers	Windsor, Ont.	Protesting alleged delay in negotiations for increased wages	Return of workers	Employer	Sept. 28 and 29	Sept. 28 and 29	2	7,207	3,300

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MANUFACTURING—*Con.*										
Metal Products (Ferrous)—Conc.										
Motor vehicle factory workers	Windsor, Ont.	Protesting alleged delay in negotiations for increased wages	Return of workers	Employer	Oct. 2	Oct. 3	3	8,632	3,200	¾
Automotive parts foundry workers	Sarnia, Ont.	For payment for time required to replace damaged cores	Return of workers pending reference to conciliation board	Indefinite, settlement not reached by end of year	Oct. 6	Oct. 15	2	394	1,970	5
Small arms factory workers	Long Branch, Ont.	For union recognition and agreement providing for increased wages	Return of workers	Employer	Oct. 16	Oct. 18	1	165	330	2
Truck and trailer body factory workers	Brantford, Ont.	Protest against proposed suspension of two workers for cause	Negotiations	Compromise, one worker suspended for two days	Oct. 18	Oct. 18	1	350	260	¾
Steel products factory workers	Montreal, P.Q.	For a new agreement providing for increased wages, reduced hours, increased union security, sickness and accident insurance, pension plan, extension of vacations with pay etc., following reference to conciliation and arbitration boards	Conciliation, provincial, and negotiations	Compromise	Oct. 31	Dec. 6	1	1,000	28,500	28½
Foundry workers	Port Colborne, Ont.	For a union agreement providing for increased wages	Conciliation, provincial, and return of workers pending settlement	Compromise	Nov. 8	Nov. 10	1	134	240	1¾
Needle factory workers	Bedford, P.Q.	For settlement of a dispute following provincial conciliation	Negotiations	Indefinite	Nov. 18	Nov. 18	1	424	212	½
Motor vehicle factory workers	Windsor, Ont.	Dispute re job allocation, following lay-offs because of material shortages	Return of workers	Employer	Nov. 22	Nov. 23	5	10,500	7,000	⅔
								34,011	86,898	

Metal Products (Non-Ferrous)—										
Electrical apparatus factory workers	Peterborough, Ont.	Protest against alleged delay in negotiations for a new agreement	Return of workers	Employer	Feb. 2 and Feb. 6	Feb. 2 and Feb. 6	1	435	200	½
Electrical apparatus factory workers	Toronto, Ont.	Dispute over interpretation of seniority clause in agreement	Return of workers	Employer	Apr. 21	Apr. 26	1	368*[11]	650	2
Auto electric parts factory workers	Sarnia, Ont.	For settlement of various grievances	Return of workers	Employer	May 2	May 4	1	600	1,200	2
Electrical apparatus factory workers	Vancouver, B.C.	For a new agreement providing for increased wages, reinstatement of job classification, payment for all statutory holidays, etc., following reference to conciliation board	Employment conditions no longer affected by the end of September	Indefinite	May 11	‡	1	18	1,150	100
Plumbing supplies factory workers	London, Ont.	For new agreements providing for union shop, increased wages, check-off, reduced hours, pension plan, etc., following reference to conciliation board	Conciliation, civic, and negotiations	Compromise	May 22	July 12 and July 17	2	521	19,400	40
Electrical apparatus factory workers	Toronto, Ont.	Against dismissal of union steward following dispute re overtime work	Conciliation, provincial	Compromise dismissal changed to two-day suspension	June 8	June 13	1	60	135	2¼
Brass products factory workers	Galt, Ont.	For a new agreement providing for increased wages, Rand formula for union dues, payment for statutory holidays, extension of vacations with pay, following reference to conciliation board	Return of workers	Employer	June 15	Oct. 16	1	36	2,700	85
Aluminum foundry workers	Etobicoke, Ont.	For a new agreement providing for increased wages and Rand formula for union dues	Conciliation, provincial	Compromise	June 29	Oct. 23	1	272	18,772	79
Welders	Peterborough, Ont.	Against suspension of four welders for refusal to do certain repair work	Return of workers	Employer	July 14	July 21	1	12	50	1¼
Metal factory workers	Hamilton, Ont.	For a new agreement providing for increased wages and reduced hours	Negotiations	Compromise, increase in wages granted	Aug. 21	Aug. 24	1	339	675	2
Electrical apparatus factory workers	Montreal, P.Q.	Refusal of outcase finishers to work a third shift	Negotiations	Employer	Sept. 14	Sept. 15	1	23	46	2
Die casting and electro plating factory workers	Wallaceburg, Ont	For a new agreement providing for increased wages, check-off, payment for statutory holidays, etc., following reference to conciliation board	Conciliation, civic, and negotiations	Compromise	Sept. 25	Sept. 28	2	450	1,350	3

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
MANUFACTURING—*Con.*										
Metal Products (Non-Ferrous)—Conc.										
Electrical apparatus factory workers	Toronto, Ont.	Dispute over piece-work rates	Return of workers	Employer	Sept. 25	Oct. 5	1	95*[12]	710	7½
Electrical apparatus factory workers	Toronto, Ont.	Demand for increased wages by a union other than the present certified bargaining agency	Replacement and return of workers	Employer	Oct. 5	By Nov. 30	1	63	2,200	43
								3,295	49,238	
Shipbuilding—										
Shipyard workers	Vancouver, B.C.	For new agreements providing for increased wages, payment for nine statutory holidays, double time for Saturdays, and extension of vacation plan, following reference to conciliation boards	Negotiations	Compromise	Oct 18	Nov. 17	2	507	11,000	22½
								507	11,000	
Non-metallic, Minerals, Chemicals, etc.—										
Match factory workers	Mission, B.C.	For a union agreement providing for increased wages, reduced hours, union shop, sickness and accident insurance, additional paid statutory holidays, following reference to conciliation board	Negotiations	Compromise	June 2	July 21	1	24	910	38
Chemical factory office workers	Windsor, Ont.	For a new agreement providing for seniority and arbitration procedure, increased wages, etc., following reference to conciliation board	Conciliation, provincial, and negotiations	Compromise	July 6	July 31	1	56*[13]	900	16¾
Clay products factory workers	Medicine Hat, Alta.	For Rand formula for union dues in new agreement under negotiations	Conciliation, provincial, and negotiations	Compromise	Dec. 5	Dec. 8	1	71	213	3
								151	2,023	

Miscellaneous Products—									
Neon sign factory workers, installers, etc.	Vancouver, B.C.	For a new agreement providing for increased wages, two weeks' vacations with pay instead of one, and pay for statutory holidays, following reference to conciliation board	Negotiations	Compromise	Mar. 8	May 8	1	55*[14]	2,065	42
								55	2,065	
CONSTRUCTION—										
Buildings and Structures—										
Plumbers, steamfitters and helpers	Ottawa, Ont	For a new agreement providing for increased wages, two weeks' vacations with pay, double time on Saturdays, check-off, etc.	Negotiations	Compromise, increase in wages granted	Jan. 3	Apr. 24	33	375	21,000	78
Carpenters and labourers	Lachute, P.Q.	For increased wages	Return of workers	Employer	May 16	May 22	1	38	150	4
Painters and decorators	Windsor, Ont.	For a new agreement providing for increased wages	Negotiations	Workers	May 22	May 29	5	100	500	5
Bricklayers, masons and plasterers	Saint John, N.B.	For a new agreement providing for increased wages, reduced hours and double time for overtime	Negotiations	Workers	June 1	June 3	4	70	155	2½
Painters and decorators	Regina, Sask.	For a new agreement providing for increased wages	Negotiations	Workers	June 6	June 12	6	74	270	4
Sheet metal workers	Toronto, Ont.	Against carpenters installing certain metal frames	Carpenters ceased work on frames pending reference to Jurisdictional Board and to Local Building Trades Council	Workers	July 17	July 31	3	35	350	10
Carpenters	Victoria, B.C.	For a new agreement providing for increased wages and elimination of proposed work stoppage clause, following reference to conciliation board	Negotiations	Compromise on wages, work stoppage clause omitted	July 20	Aug. 4	1	57	626	11
Painters and decorators	Toronto, Ont.	For a new agreement providing for increased wages, following reference to conciliation board	Conciliation, provincial	Compromise	July 25	July 31	44	1,200	4,800	4
Building trades workers	Calgary, Alta.	Protest against working with carpenters of another union	Return of workers	Employer	July 26	July 27	1	40	30	1
Electricians	Windsor District, Ont.	For a new agreement providing for increased wages, following reference to conciliation board	Negotiations	Compromise	Aug. 3	Aug. 8	.....	200*[15]	600	3
Carpenters and labourers	Cornwall, Ont.	For dismissal of foreman following dispute with a carpenter	Negotiations	Employer	Nov. 23	Dec. 4	1	40	280	7
Carpenters	Cornwall, Ont.	For re-employment of three carpenters following strike on Nov. 23	Negotiations	Workers	Dec. 18	Dec. 21	2	29	75	2½
								2,258	28,836	
Miscellaneous—										
Labourers	Iroquois Falls, Ont.	For increased wages	Negotiations	Compromise	Aug. 10	Aug. 11	1	60	30	½
								60	30	

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
TRANSPORTATION AND PUBLIC UTILITIES—										
Steam railways—										
Switchmen	Vancouver, B.C.	Affected by strike in United States for increased wages and reduced hours	Return of workers	Indefinite	June 25	July 7	1	6*16	54	9
Non-operating railway workers, hotel employees, etc.	Canada§	For a new agreement providing for increased wages of 7c per hour (or 5c plus cost-of-living bonus), date of establishment of 5-day, 40-hour week with the same take-home pay as for 48-hour week, and duration of agreement, following reference to conciliation boards and federal mediator	Return of workers under Maintenance of Railway Operation Act, passed by special session of Parliament and reference to arbitrator	Compromise	Aug. 22	Aug. 31		*17 §128,000	§1,000,000	8
								128,006	1,000,054	
Electric Railways and Local Bus Lines—										
Bus drivers, mechanics, etc.	Oshawa, Ont.	In sympathy with strike of non-operating railway workers	Return of workers	Employer	Aug. 22	Aug. 23	1	85	85	1
Street railway motormen and conductors	Montreal, P.Q.	Inter-union dispute over seniority of conductors and motormen transferred to bus service as chauffeurs	Return of workers pending judgment on injunction taken by Association des chauffeurs d'Autobus re seniority rights	Indefinite, settlement not reached by end of year	Sept. 2	Sept. 3	1	2,900	2,000	2/3
Bus drivers	Windsor, Ont.	For a new agreement providing for increased wages, 40-hour week with the same take-home pay as for 48-hours, and other changes, following reference to conciliation board	Negotiations	Compromise	Dec. 19	Dec. 19	1	75*18	25	
								3,060	2,110	
Other Local and Highway Transport—										
Taxi drivers	Sudbury, Ont.	Alleged discrimination in dismissal of five drivers	Conciliation, provincial, and return of workers pending negotiations for a union agreement, drivers reinstated	Workers	Mar. 14	Mar. 25	3	55	550	10
Truck drivers	Windsor, Ont	Alleged delay in negotiations for a new agreement providing for increased wages	Negotiations	Compromise	Oct. 3	Oct. 3	6	125	65	1/2
								180	615	

Water Transport—										
Seamen	Botwood, Nfld.	Protest against disciplining a seamen for refusal to obey orders	Replacement	Employer	May 28	May 31	1	6	18	3
Seamen	British Columbia Ports	For new agreements providing for increase in wages and in overtime rates, union shop, payment for statutory holidays, improved working conditions, etc., following reference to conciliation board (600 of these 850 seamen employed by two of the three steamship lines were involved in railway strike from Aug. 22 to Aug. 30)	Negotiations and return of workers under tentative agreement similar to that of non-operating railway workers pending final settlement	Compromise	Aug 25	Sept. 2	3	850*[19]	2,825	6½
								856	2,843	
Telegraph and Telephone—										
Telephone linemen, cablemen, installers, etc.	Manitoba	Protesting delay in receiving pay cheques and for settlement of various grievances	Conciliation, provincial	Workers	June 7	June 13	1	300	1,350	4½
								300	1,350	
Electricity and Gas—										
Electric power production and distribution workers	Regina, Sask.	For a union agreement providing for job reclassification with increased wages	Reference to mediator and negotiations	Compromise	July 22	Aug. 1	1	123	930	7½
Electric power production and distribution workers	Orillia, Ont.	For union recognition and agreement	Return of workers pending reference to Ontario Labour Relations Board and negotiations	Workers	July 25	July 25	1	70	18	¼
								193	948	
TRADE—										
Department store clerks	New Westminster, B.C.	For a union agreement providing for increased wages and other changes as recommended by majority report of conciliation board	Employment conditions no longer affected by the end of July, 1950	Employer	Aug. 27 1949	Called off by union Jan. 2, 1951	1	50	5,000	162½
Grocery store employees	Montreal, P.Q.	For a new agreement providing for increased wages and reduced hours from 47 to 40 per week, following reference to arbitration board	Conciliation, provincial	Compromise, no increase in wages, hours reduced to 45½ per week	Jan. 27	Feb. 16	17	161	2,640	16¾
Scrap metal workers	Vancouver, B.C.	For a new agreement providing for increased wages, extension of vacations with pay, payment for statutory holidays, as recommended by conciliation board	Negotiations	Workers	Mar 1	Apr. 10	1	16	480	30

TABLE XXII.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1950—Concluded

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							†Employers	Workers		
TRADE—*Conc.*										
Wholesale grocery workers	Calgary, Alta.	For a new agreement providing for incorporation of cost-of-living bonus in basic wage, plus increase in wages, following reference to conciliation and arbitration boards	Replacement and return of workers	Employer	Mar. 21	Apr. 20	1	29	675	24
Building supplies workers	Victoria, B.C.	For a new agreement providing for increased wages, payment for statutory holidays, contributory hospitalization and annuity plan, etc., following reference to conciliation board	Conciliation, provincial, and negotiations	Compromise increase in wages granted	Mar 30	May 10	1	67	1,873	28
Grocery warehousemen and truck drivers	Sault Ste. Marie, Ont.	For a union agreement providing for increased wages and reduced hours	Negotiations	Compromise	Sept. 26	Oct. 10	1	19	181	9½
Brewery warehouse workers	Windsor, Ont.	Misunderstanding over transfer of six men	Negotiations	Compromise, transfers to be on a progressive basis	Oct. 21	Oct. 21	1	36	18	½
								378	10,867	
SERVICE—										
Public Administration—										
Township employees	York Township, Ont.	For a new agreement providing for increased wages to parity with Toronto rates, and other changes	Negotiations	Compromise	Apr. 10	Apr. 11	1	244	360	1½
Civic employees	Hamilton, Ont.	For a new agreement providing for increased wages and 40-hour week with same take-home pay as for 44 hours, following reference to conciliation board	Conciliation, provincial, and negotiations	Compromise	Aug. 10	Sept. 18	1	915	26,500	29
								1,159	26,860	
Recreation—										
Musicians	Toronto, Ont.	Dispute over non-payment of overtime	Employment conditions no longer affected by the end of August	Indefinite	July 26	‡	1	11	140	31
								11	140	

Business and Personal—										
Beverage room tapmen waiters and glass washers	Calgary, Alta.	For implementation of award of arbitration board for increased wages in new agreement under negotiations	Conciliation, provincial	Compromise	Feb. 4	Mar. 4	20	200	4,400	22
Garage mechanics, greasers, etc.	Toronto, Ont.	For a union agreement providing for guaranteed weekly wage and other changes, following reference to conciliation board	Return of workers and replacement	Employer	Mar. 8	Apr. 28	1	12	300	42
Hotel employees	Cornwall, Ont.	For a union agreement providing for increased wages, reduced hours, overtime rates, vacations with pay, following reference to conciliation board	Return of workers	Employers	Mar. 9	July 6	8	100	7,000	103
Waitresses	Victoria, B.C.	Alleged discrimination in dismissal of one waitress	Employment conditions no longer affected by the end of May	Indefinite	Apr. 2	‡	1	6	220	51
Waitresses and dishwashers	Sudbury, Ont.	For union recognition and agreement providing for increased wages	Conciliation, provincial, and return of workers pending decision on certification by Ontario Labour Relations Board	Employers, certification denied	May 11	Aug. 11	2	40	2,690	78
Cleaners and dyers	Outremont, P.Q.	For a union agreement	Conciliation, provincial, and return of workers pending further negotiations	Indefinite, see later strike	May 22	May 25	1	16	55	3½
Cleaners and dyers	Outremont, P.Q.	For a union agreement	Replacement	Employer	June 14	June 15	1	16	15	1
Sanitarium employees	Guelph, Ont.	Alleged discrimination in dismissal of union officer	Negotiations	Workers	Sept. 7	Sept. 7	1	100	100	1
Cleaners and dyers	Toronto, Ont.	For a new agreement providing for increased wages, Rand formula for union dues, adjustment of overtime rates, and payment for seven statutory holidays, following reference to conciliation board	Employment conditions no longer affected by the middle of November	Indefinite	Oct. 4	‡	1	202	4,000	29
Garage workers	Brandon, Man.	For a new agreement providing for increased wages, following reference to conciliation board	Return of workers	Employers	Nov. 23	Dec. 5	4	52	400	8½
								744	19,180	

† Number of employers or establishments.
‡ Employment conditions no longer affected.
§ Interprovincial, see footnote to Table XX.
* During the year the total time loss in all strikes listed due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 366,000 days. Workers in other plants who may have been indirectly affected are not included. The following list shows the number of workers indirectly affected in each case:

1	170	6	408	11	80	16	17
2	100	7	1,500	12	25	17	41,500
3	485	8	1,447	13	360	18	375
4	1,700	9	155	14	72	19	1,000
5	317	10	28	15	611		

(Continued from page 11)
advisory capacity at some stage of the negotiations or in drafting contracts. Provincial conciliation in 29 cases and civic mediation in three cases brought about settlement of 32 stoppages, six were referred to labour boards and commissioners, four were settled by arbitration and 44 by return of workers and replacement, the latter being a factor in 13 strikes. At the end of the year two work stoppages were reported as unterminated, coal miners at Lethbridge, Alta., and cotton underwear factory workers at Sherbrooke, P.Q. The coal miners at Lethbridge resumed work on January 30, 1951, a compromise settlement having been reached.

Female workers were involved in 68 of the 161 strikes and lockouts during 1950, slightly more than 8,000 workers, or about four per cent of the total being women and girls. The 10-year average, 1940-1949, of females in work stoppages was 70 strikes and 9,250 women and girls, or about 10 per cent of the total of all workers involved.

More than 8 per cent of the total loss was caused by 23 strikes and lockouts which involved more than 500 workers in each case. Eleven per cent of the idleness was caused by 65 stoppages which involved between 100 and 500 workers in each case. Seventy-three strikes involved less than 100 workers in each case, causing only three per cent of the total loss.

About 67 per cent of the strikes and lockouts, involving 95 per cent of the workers and causing 78 per cent of the loss, were settled within 10 days. The number of workers and the time loss for this group are very much above the average for other years, as the railway strike lasted less than ten days. Usually the strikes and lockouts in this group, being of short duration, cause little time loss. About seven per cent of the strikes and lockouts, involving less than one per cent of the workers and causing five per cent of the total loss, lasted longer than 50 days.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the Labour Gazette each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the Labour Gazette are necessarily of a preliminary nature, the annual review constitutes the revised record for the year.

The annual review for 1930, appearing in the Labour Gazette, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were made.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical tables, therefore, strikes and lockouts are recorded together. In this discussion the word "strikes" is frequently used for convenience in place of "strikes and lockouts".

A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such minor strikes is maintained in the Department. During 1950 there were 10 such strikes, involving 111 workers and causing a time loss of 206 man-days. In 1949, six were recorded, involving 98 workers with a time loss of 27 days.

In Tables I and XXII the number of employers involved is given. In strikes which involve large numbers of shops or factories, such as clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information but the estimates made in such cases are the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number

of working days during which each strike lasted by the number of employees directly involved from time to time, so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to the table listing in detail the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike. Data as to workers or idleness in other plants which may have been indirectly affected are not included in any of the statistics owing to the difficulty of securing exact information.

Charts

The accompanying charts show the time loss in man-working days by groups of industries each year, for the period 1914 to 1950; the number of strikes and lockouts, the number of workers involved and the man-working days lost, for the years 1939 to 1950, inclusive; and man-working days lost by months for the years 1946 to 1950, inclusive.

SUMMARY OF THE RAILWAY STRIKE, 1950*

The strike of non-operating railway workers in August stands as the most widespread work stoppage in the records of the Department, both in terms of manpower involved and its importance to the Canadian economy as a whole. Following the failure of direct negotiations and protracted conciliation proceedings, extending over a period of one year, some 128,000 workers were on strike for nine days, causing a time loss of a million days. The strike halted practically all Canadian railway transportation. More than 41,000 railway workers in occupations other than those striking were unable to work because of the strike, and layoffs in industries depending heavily on the use of railway facilities totalled more than 23,000. Industry endeavoured to cope with the absence of rail transport by readjustments in production schedules and by the use of other means of transportation. Before a critical point was reached in the industrial life of the country, work was resumed on August 31, and a drastic dislocation of production was averted.

The dispute began in mid-1949 when a group of 15 international trade unions and two national trade unions, all representing railway employees in non-operating classifications and hotel and water transport employees, separately served on the railway companies notice requesting wage increases of 7 cents per hour (10 cents per hour was desired by the two national trade unions) and, in addition to other requests, the introduction of the 40-hour week without loss in take-home pay.

After negotiations broke down between the companies and the unions, conciliation officers were appointed by the federal Department of Labour. On receiving a report from the conciliation officers of failure to bring the parties to a settlement, the Minister of Labour appointed two conciliation boards, both under the Chairmanship of Mr. Justice J. O. Wilson of the Supreme Court of British Columbia. The railway companies accepted the recommendations of the majority reports of the

* Labour Gazette reference: appointment of conciliation officers, December, 1949, p. 1554, and February, 1950, pp. 199 and 203; conciliation boards, May, 1950, p. 670 and June, 1950, p. 826; negotiations preceding strike, report of commissioner, the strike and its economic effects, special session of parliament and text of Maintenance of Railway Operation Act, October, 1950, p. 1638; award of arbitrator, February, 1951, p. 194.

Boards but the two groups of trade unions rejected them. In May, 1950, both groups advised that they would submit the dispute to a vote of their members who would decide if they wished to withdraw from service, i.e., go on strike. On completion of the voting, the results of which were said to have given large majorities for strike action, the railway managements were advised that a withdrawal from service would take place on August 22, 1950.

Further attempts by direct negotiations were made to effect a settlement, but without success. On August 16, Prime Minister St. Laurent made a direct appeal to the two parties to settle their differences and urged that strike action be postponed for a period of one month. Although postponement of the strike was rejected by the unions, both parties agreed to accept the offices of a government-appointed mediator. On August 18, Dr. W. A. Mackintosh, Vice-Principal of Queen's University, Kingston, was appointed for this purpose, but after constant negotiations for three days a basis of settlement acceptable to the parties was not found.

The strike began on August 22, and on the same day the Prime Minister announced that a special session of Parliament had been called and would meet on August 29. On that date, the Maintenance of Railway Operation Act was introduced and passed on August 30. It had six principal provisions:—

(1) Railway operations and subsidiary services were to be resumed within 48 hours after the commencement of the Act.

(2) A provisional amendment was to be made in existing collective agreements, covering the railway workers involved in the disputes, for a 4-cent per hour increase in railway wage rates. (This amount had been offered by the railway companies.)

(3) Hotel and water transport workers were to be included under this provisional wage increase.

(4) If within thirty days after the commencement of the Act or such longer period as might be fixed by the Governor in Council at the joint request of a railway company and a union, agreement had not been reached as to the terms of a collective agreement or as to an arbitrator to decide such terms, the Governor in Council would appoint an arbitrator. The duties of the arbitrator were to give a decision, which would be binding, on all outstanding issues in dispute between the two parties, within the limits of the proposals made by the parties to each other prior to the commencement of the Act or subsequently if such proposals narrowed the area of disagreement. The arbitrator was to have all the powers conferred on a conciliation board under the Industrial Relations and Disputes Investigation Act.

(5) There was to be no discrimination against any employee resulting from strike action.

(6) The unions were to withdraw their strike order on commencement of the Act.

When the Act was passed several points were in dispute, including the extent of the wage increase, the date of institution of the 5-day 40-hour week, the term of the agreements, and the position under the agreements of hotel employees and water transport workers.

As provided by the Act, a period of 30 days was allowed to enable both parties by direct negotiations to resolve their differences as to the term of the agreements and other matters or to appoint an arbitrator agreeable to both parties. A further 15-day extension was granted at the request of both parties but no agreement concerning the issues could be reached. The Government then appointed Mr. Justice Kellock of the Supreme Court of Canada to arbitrate the dispute. His award, made public on December 18, 1950, included the following principal points:—

(1) To railway employees, other than hotel and water transport, a wage increase of 7 cents per hour retroactive to September 1, 1950. (Four cents of this amount had been given in the Act.)

(2) Institution of the 5-day 40-hour week on June 1, 1951.

(3) A two-year term for the agreements.

(4) Hotel and water transport workers were not granted the additional 3 cents per hour or the 5-day 40-hour week, and the term of agreements affecting them was for one year beginning September 1, 1950.

Arising out of the Kellock award a master agreement, excepting hotel and water transport employees and setting out the principles to govern the revision of the individual wage agreements, as well as providing for a method of final disposition

of any disputes that might arise in applying such principles, was signed on January 30, 1951, by Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway, Ontario Northland Railway and 15 non-operating International Organizations, The Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Brotherhood of Express Employees.

Canada and Other Countries

The accompanying tables give information as to industrial disputes resulting in work stoppages (strikes and lockouts) in certain countries since 1919, including Canada, showing the number of strikes and lockouts, the number of workers involved and the time loss in man-working days.

During the war years, and the dislocation following the war, statistics for many countries were not available and our yearly strike review from 1941 to 1947 was confined to seven countries, see Supplement to the LABOUR GAZETTE, April, 1948, p. 32. In 1940, tables were given for Canada and 31 other countries, *see* LABOUR GAZETTE, March, 1940, p. 234. The review this year includes countries for which statistical tables on strikes and lockouts have been received in the Department. Throughout the year figures for certain countries are given in the monthly articles in the LABOUR GAZETTE as they are received in the Department.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In nearly all countries no distinction is made between strikes and lockouts but in a few cases the figures are for strikes only. In some cases the number of strikes and lockouts shown for the year is the number commencing during the year and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures published by some countries as to the number of workers involved show not only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the tables herewith, the column showing the number of workers involved includes figures for the number directly involved or the total number directly and indirectly involved, according to the method adopted by the country concerned. Footnotes to the table indicate the nature of the statistics with reference to the above points.

For these reasons the figures for strikes and lockouts for the various countries are not exactly comparable.

Many countries publish statistics dealing with disputes resulting in work stoppages only once each year or even less frequently, the figures being issued in some cases after an interval of great length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously. In nearly all cases statistics dealing with strikes and lockouts in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

Year	Number (1) (2)	Workers Involved (1) (3)	Time Loss in Man-working Days (3)
1919	332	148,915	3,400,942
1920	310	60,327	799,524
1921	159	28,257	1,048,914
1922	89	43,775	1,528,061
1923	77	34,261	671,750
1924	64	34,310	1,295,054
1925	86	28,949	1,193,281
1926	75	23,834	266,601
1927	72	22,299	152,570
1928	96	17,581	224,212
1929	88	12,946	152,080
1930	67	13,768	91,797
1931	86	10,738	204,238
1932	111	23,390	255,000
1933	122	26,558	317,547
1934	189	45,800	574,519
1935	120	33,269	284,028
1936	155	34,812	276,997
1937	274	71,905	886,393
1938	142	20,395	148,678
1939	120	41,038	224,588
1940	166	60,619	266,318
1941	229	87,091	433,914
1942	352	113,916	450,202
1943	401	218,404	1,041,198
1944	195	75,290	490,139
1945	197	96,068	1,457,420
1946	228	139,474	4,516,393
1947	236	104,120	2,397,340
1948	154	42,820	885,793
1949	137	51,437	1,063,667
1950	161	192,153	1,389,039
1950, January	9	2,381	38,588
February	16	3,861	24,871
March	22	5,600	25,041
April	24	2,869	15,272
May	28	4,491	24,471
June	27	2,767	29,692
July	34	6,394	50,880
August	27	133,392	1,054,013
September	23	15,344	37,503
October	25	13,138	30,766
November	19	14,165	49,477
December	14	2,581	8,465

(1) Strikes and lockouts in existence in the period.

(2) Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused.

(3) Directly involved only. In 1950, time loss due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 366,000 days. Workers and idleness in other plants which may have been indirectly affected are not included in any of the statistics.

ARGENTINA

Year	Number (1)	Workers Involved	Time Loss in Man-working Days
1919	367	308,967	3,262,705
1920	206	134,015	3,693,782
1921	86	139,751	976,270
1922	116	4,737	150,894
1923	93	19,190	895,842
1924	77	277,071	1,268,318
1925	89	39,142	125,367
1926	67	15,880	287,379
1927	58	38,236	352,963
1928	135	28,109	224,800
1929	113	28,271	457,022
1930	125	29,331	699,790
1931	43	4,622	54,531
1932	105	34,562	1,299,061
1933	52	3,481	44,779
1934	42	25,940	742,256
1935	69	52,143	2,642,576
1936	109	85,438	1,344,461
1937	82	49,993	517,645
1938	44	8,871	228,703
1939	49	19,718	241,099
1940	53	12,721	224,599
1941	54	6,606	247,598
1942	113	39,865	634,339
1943	85	6,754	86,290
1944	27	9,121	41,384
1945	47	44,186	509,024
1946	142	333,929	2,047,600
1947	64	541,377	3,467,193

(1) Strikes only.

Year	Number (1)	Workers Involved (2)	Time Loss in Man-working Days (3)
1919	460	100,300	6,308,226
1920	554	102,519	1,872,065
1921	624	120,198	956,617
1922	445	100,263	858,685
1923	274	66,093	1,145,977
1924	504	132,569	918,646
1925	499	154,599	1,128,570
1926	360	80,768	1,310,261
1927	441	157,581	1,713,581
1928	287	82,349	777,278
1929	259	88,293	4,671,478
1930	183	51,972	1,511,241
1931	134	34,541	245,961
1932	127	29,329	212,318
1933	90	26,988	111,956
1934	155	46,963	370,386
1935	183	44,813	495,124
1936	235	57,118	497,248
1937	342	92,121	557,111
1938	376	132,480	1,337,994
1939	416	143,228	459,154
1940	350	179,939	1,507,252
1941	567	240,845	984,174
1942	602	166,167	378,195
1943	785	288,028	990,151
1944	941	260,792	912,752
1945	945	326,641	2,119,641
1946	869	331,865	1,947,844
1947	982	280,718	1,338,728
1948	1,141	301,025	1,662,686
1949	849	260,720	1,333,990
1949, 1st quarter	314	77,475	273,720
2nd quarter	246	106,275	302,782
3rd quarter	111	43,919	699,364
4th quarter	178	33,051	58,124

(1) Work stoppages in existence in the period.
(2) Workers directly involved only.
(3) Time loss for workers directly and indirectly involved.

BELGIUM

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days
1919	372	164,030	.....
1920	517	296,192	.....
1921	258	127,293	.....
1922	172	85,605	.....
1923	168	126,278	.....
1924	188	84,447	.....
1925	112	81,988	.....
1926	140	77,368	.....
1927	186	39,873	1,658,836
1928	192	74,707	2,254,424
1929	168	60,557	799,117
1930	93	64,718	781,646
1931	74	20,024	399,037
1932	63	162,693	580,674
1933	87	39,136	664,044
1934	79	33,628	2,441,335
1935	150	98,543	623,002
1936	999	564,831	.....
1937	209	81,544	647,647
1938	126	32,900	240,937
1939	68	45,763	157,242
1940	43	25,519	36,451
1945	160	147,417	563,173
1946	287	183,231	1,052,594
1947	473	353,732	2,211,786

[1] Disputes ending in period.
[2] Directly involved only.

DENMARK

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days
1919	472	35,575	877,548
1920, [3]	243	21,965	690,089
1921	110	48,147	1,321,184
1922	31	48,859	2,272,054
1923	58	1,941	19,677
1924	71	9,758	175,090
1925	48	102,331	4,138.486
1926	32	1,050	23,000
1927	17	2,851	119,000
1928	11	469	11,000
1929	22	1.040	41,000
1930	37	5,349	144,000
1931	16	3,692	246,000
1932	18	5,760	87,000
1933	26	492	18,000
1934	38	11,546	146,000
1935	14	827	14,000
1936	12	96,862	2,946,000
1937	22	1,372	21,000
1938	22	3,650	90,000
1939	19	523	16,000
1940	9	257	5,000
1941	2	65	3,000
1942	7	3,155	11,000
1943	8	14,627	31,000
1944	15	8,885	89,000
1945	85	9,656	66,000
1946	108	56,304	1,386,000
1947	116	16,174	473,000
1948	85	4,448	10,000

[1] Work stoppages beginning in period.
[2] Workers directly involved only.
[3] Exclusive of general strike of April, 1920.

EIRE

Year	Number (1) (2)	Workers Involved (3)	Time Loss in Man-working Days (3)
1923	131	20,635	1,208,734
1924	104	16,403	301,705
1925	86	6,855	293,792
1926	57	3,455	85,345
1927	53	2,312	64,020
1928	52	2,190	54,292
1929	53	4,533	101,397
1930	83	3,410	77,417
1931	60	5,431	310,199
1932	70	4,222	42,152
1933	88	9,059	200,126
1934	99	9,288	180,080
1935	99	9,513	288,077
1936	107	9,443	185,623
1937	145	26,734	1,754,949
1938	137	13,736	208,784
1939	99	6,667	106,476
1940	89	7,715	152,076
1941	71	4,895	77,133
1942	69	5,132	115,039
1943	81	5,921	61,809
1944	84	4,387	38,308
1945	87	8,735	243,932
1946	105	10,896	150,108
1947	194	22,253	449,438
1948	147	16,567	258,166
1949	153	9,837	273,151

(1) Disputes which last less than one day or which involve an aggregate loss of less than 10 man-days are excluded.
(2) Work stoppages beginning in the period.
(3) In progress in the period.

FINLAND

Year	Number (1)	Workers Involved	Time Loss in Man-working Days
1919	39	4,065	160,130
1920	146	21,001	455,588
1921	76	6,251	119,868
1922	53	9,840	252,374
1923	50	7,588	261,474
1924	31	3,121	51,049
1925	38	2,921	113,024
1926	72	10,230	386,355
1927	79	13,368	1,528,182
1928	71	27,226	502,236
1929	26	2,443	74,887
1930	11	1,673	12,120
1931	1	53	106
1932	3	284	2,310
1933	4	1,274	9,536
1934	46	5,883	89,727
1935	23	2,274	60,843
1936	29	2,935	35,360
1937	38	6,168	183,629
1938	31	4,087	110,456
1939	29	6,120	256,628
1940	4	513	5,397
1941	12	2,164	27,078
1945	102	35,762	357,664
1946	42	18,913	115,984
1947	228	113,359	479,496
1948	84	15,057	243,544

(1) Work stoppages beginning in period.

FRANCE

Year	Number (1)	Workers Involved (2)	Time Loss in Man-working Days (2)
1919	2,026	1,150,718	15,478,318
1920	1,832	1,316,559	23,112,038
1921	475	402,377	7,027,070
1922	665	290,326	3,935,493
1923	1,068	330,954	4,172,398
1924	1,083	274,865	3,863,182
1925	931	249,198	2,046,563
1926	1,660	349,309	4,072,163
1927	396	110,458	1,046,019
1928	816	204,116	6,376,675
1929	1,213	239,878	2,764,606
1930	1,093	581,927	7,209,342
1931	261	35,723	949,564
1932	330	54,088	2,244,281
1933	331	84,391	1,199,334
1934	361	61,445	2,393,463
1935	412	89,726	1,182,159
1936	17,091	2,422,844	.....
1946	528	180,000	386,000
1947	2,285	2,998,000	22,673,000
1948	1,425	5,561,000	13,133,000
1949	1,423	4,318,000	7,117,000

(1) Strikes only beginning in period.
(2) Directly involved only.

GREAT BRITAIN AND NORTHERN IRELAND

Year	Number (1) (2)	Workers Involved (1) (3)	Time Loss in Man-working Days (3)
1919	1,352	2,401,000	34,970,000
1920	1,607	1,779,000	25,570,000
1921	763	1,770,000	85,870,000
1922	576	556,000	19,850,000
1923	628	399,000	10,670,000
1924	710	613,000	8,420,000
1925	603	441,000	7,950,000
1926	323	2,734,000	162,230,000
1927	308	108,000	1,710,000
1928	302	124,000	1,390,000
1929	431	533,000	8,290,000
1930	422	307,000	4,400,000
1931	420	490,000	6,980,000
1932	389	379,000	6,490,000
1933	357	136,000	1,070,000
1934	471	134,000	959,000
1935	553	279,000	1,955,000
1936	818	322,000	1,829,000
1937	1,129	610,000	3,413,000
1938	875	275,000	1,334,000
1939	940	337,000	1,356,000
1940	922	299,000	940,000
1941	1,251	361,000	1,079,000
1942	1,303	457,000	1,527,000
1943	1,785	559,000	1,808,000
1944	2,194	826,000	3,714,000
1945	2,293	532,000	2,835,000
1946	2,205	529,000	2,158,000
1947	1,721	623,000	2,433,000
1948	1,759	426,000	1,944,000
1949	1,426	434,000	1,807,000
1950 (4)	1,338	302,000	1,388,000

(1) Work stoppages beginning in period.
(2) Work stoppages involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days.
(3) Workers indirectly involved (i.e. thrown out of work at the establishments where the dispute occurred but not themselves parties to the dispute) are included in these totals, as well as workers directly involved.
(4) Preliminary figures.

HUNGARY

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days
1926	57	9,618	52,003
1927	84	25,428	294,941
1928	31	10,289	131,174
1929	63	15,065	149,204
1930	35	5,770	79,596
1931	38	11,195	189,781
1932	20	4,925	32,914
1933	31	10,367	125,178
1934	49	12,762	92,156
1935	50	16,674	110,967
1936	122	20,747	232,622
1937	89	25,353	160,554
1938	64	9,392	104,645
1939	53	26,311	169,638
1940	35	32,457	370,351
1941	3	767	1,174
1942	7	501	2,107
1943	8	510	1,020
1944	...	...	...
1945	9	6,342	7,282
1946	17	25,926	57,163
1947	5	4,767	6,732

[1] Method of counting disputes not stated.
[2] Directly and indirectly involved.

INDIA [1]

Year	Number [2] [3]	Workers Involved [4]	Time Loss in Man-working Days
1921	396	600,351	6,984,426
1922	278	435,434	3,972,727
1923	213	301,044	5,051,704
1924	133	312,462	8,730,918
1925	134	270,423	12,578,129
1926	128	186,811	1,097,478
1927	129	131,655	2,019,970
1928	203	506,851	31,647,404
1929	141	532,016	12,165,961
1930	148	196,301	2,261,731
1931	166	203,008	2,408,000
1932	118	128,099	1,922,437
1933	146	164,938	2,168,961
1934	159	220,808	4,775,559
1935	145	114,217	973,457
1936	159	169,029	2,358,062
1937	379	647,801	8,982,257
1938	399	400,075	9,198,708
1939	406	409,189	4,922,795
1940	322	452,539	7,577,281
1941	359	291,054	3,330,503
1942	694	772,653	5,779,965
1943	716	525,088	2,342,287
1944	658	550,015	3,447,306
1945	820	747,530	4,054,499
1946	1,629	1,961,948	12,717,762
1947 [1]	1,811	1,840,784	16,562,666
1948	1,259	1,059,120	7,837,173
1949	920	685,457	6,600,595

[1] Formerly listed as British India; since partition to Dominion of India and Pakistan on August 15, 1947 the Government of India has continued the strike statistics.
[2] Industrial disputes which have resulted in work stoppages involving 10 or more workers.
[3] Work stoppages in existence in the period.
[4] Includes workers indirectly involved.

JAPAN

Year	Number [1]	Workers Involved [1] [2]	Time Loss in Man-working Days [2]
1921	246	58,225	.....
1922	250	41,503	.....
1923	270	36,259	.....
1924	333	54,526	638,363
1925	293	40,742	361,225
1926	495	67,234	722,292
1927	383	46,672	791,599
1928	393	43,337	323,805
1929	571	77,281	678,670
1930	900	79,791	1,049,474
1931	984	63,305	960,774
1932	870	53,338	513,249
1933	598	46,787	384,565
1934	623	49,478	446,176
1935	584	37,365	301,324
1936	546	30,857	162,590
1937	628	123,730	338,146
1938	262	18,307	40,566
1939	358	72,835	34,993
1940	271	32,949	54,129
1941	159	10,869	.....
1942	173	9,625	.....
1943	292	10,626	.....
1944	216	6,627	.....
1945	95	35,647	.....
1946	702	517,415	6,266,255
1947	464	218,832	5,035,783
1948	744	2,304,492	6,995,332
1949	554	1,122,123	4,320,688

[1] In effect during period.
[2] Not stated whether employees indirectly involved are included.

NETHERLANDS

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days
1919	649	61,700	1,056,800
1920	481	66,500	2,354,900
1921	209	47,700	1,383,700
1922	325	44,000	1,108,300
1923	289	56,400	3,986,500
1924	239	27,100	427,100
1925	262	31,700	780,860
1926	212	9,100	281,300
1927	216	12,200	220,500
1928	195	15,380	647,700
1929	214	20,330	990,800
1930	204	10,260	273,000
1931	200	27,050	856,100
1932	204	31,230	1,772,600
1933	168	13,300	533,800
1934	148	5,670	114,200
1935	142	11,580	262,400
1936	92	9,070	94,800
1937	95	4,650	38,800
1938	141	8,600	124,800
1939	90	5,320	96,600
1945 (May-December)	118	39,700	161,200
1946	270	74,802	681,607
1947	272	59,915	203,399
1948 [3]	183	17,740	131,394

[1] Work stoppages in existence in period.
[2] Workers directly involved only.
[3] Preliminary figures.

Year	Number	Workers Involved (1)	Time Loss in Man-working Days (1)
1919	45	4,030	.....
1920	77	15,138	54,735
1921	77	10,433	119,208
1922	58	6,414	93,456
1923	49	7,162	201,812
1924	34	14,815	89,105
1925	83	9,905	74,552
1926	59	6,264	47,811
1927	36	4,384	10,395
1928	41	9,822	22,817
1929	49	7,831	26,808
1930	45	5,632	33,233
1931	24	6,356	48,486
1932	23	9,335	108,528
1933	16	3,957	111,935
1934	24	3,733	10,393
1935	12	2,323	18,563
1936	43	7,354	16,980
1937	52	11,411	29,916
1938	72	11,388	35,456
1939	66	15,682	53,801
1940	57	10,475	28,097
1941	89	15,261	26,237
1942	65	14,345	51,189
1943	69	10,915	14,687
1944	149	29,766	52,602
1945	154	39,418	66,629
1946	96	15,696	30,393
1947	134	26,970	102,725
1948	101	28,494	93,464
1949	123	61,536	218,172
1949, 1st quarter	38	21,897	25,265
2nd quarter	33	12,360	124,869
3rd quarter	35	17,084	55,549
4th quarter	17	10,195	12,489
1950, 1st quarter	28	10,604	14,077
2nd quarter	44	28,614	28,407
3rd quarter	33	28,444	118,597

(1) Workers directly or indirectly affected are included.

NORWAY

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days [2]
1921	89	154,421	3,583,742
1922	26	2,168	91,380
1923	57	24,965	796,274
1924	61	63,117	5,152,386
1925	84	13,752	666,650
1926	113	51,487	2,204,365
1927	96	22,456	1,374,089
1928	63	8,042	363,844
1929	73	4,796	196,704
1930	94	4,652	240,454
1931	82	59,524	7,585,832
1932	91	6,360	394,002
1933	93	6,306	364,240
1934	85	6,364	235,075
1935	103	3,548	168,000
1936	175	15,286	396,000
1937	195	28,785	1,014,000
1938	248	24,045	567,300
1939	81	15,978	859,683
1945	16	4,074	65,000
1946	39	4,658	79,000
1947	47	8,250	41,000
1948	58	5,919	92,000
1949	47	9,010	105,000

[1] Method of counting disputes not stated.
[2] Not stated whether employees indirectly involved are included.

PALESTINE

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days [2]
1922	9	.....	2,017
1923	21	.....	6,705
1924	46	.....	24,025
1925	61	.....	33,302
1926	21	.....	8,863
1927	20	562	13,469
1928	22	886	4,379
1929	45	679	8,773
1930	22	393	9,234
1931	31	1,385	6,786
1932	47	1,300	10,060
1933	57	2,050	19,000
1934	49	2,040	17,300
1935	60	3,650	28,400
1936	20	956	11,625
1937	53	6,305	21,167
1938	74	1,876	14,149
1939	103	2,964	19,435
1940	85	2,221	22,108
1941	80	3,803	36,342
1942	109	8,540	137,640
1943	147	17,846	131,650
1944	119	9,835	184,014
1945	119	6,063	101,570
1946	129	28,082	334,706

[1] Method of counting disputes not stated.
[2] Not stated whether employees indirectly involved are included.

SOUTH AFRICA

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days [2]
1919	47	23,799	537,138
1920	66	105,658	239,415
1921	25	9,892	112,357
1922	12	29,001	1,339,508
1923	2	50	740
1924	7	1,856	10,129
1925	0	0	0
1926	3	768	890
1927	12	5,158	9,126
1928	10	5,746	10,535
1929	10	2,962	.....
1930	12	5,050	2,600
1931	19	6,278	54,575
1932	12	4,011	26,034
1933	10	1,585	16,081
1934	12	2,379	52,132
1935	17	2,367	19,564
1936	20	2,198	5,009
1937	28	5,121	25,690
1938	20	3,798	4,070
1939	20	4,871	4,246
1940	24	1,846	12,907
1941	35	5,450	23,199
1942	62	14,050	49,547
1943	53	9,162	47,713
1944	53	12,221	62,709
1945	60	16,215	91,180
1946	80	95,574	209,350

[1] Disputes beginning in period.
[2] Not stated whether workers indirectly involved are included.

SWEDEN

Year	Number [1]	Workers Involved [2]	Time Loss in Man-working Days [2]
1919	440	81,041	2,295,900
1920	486	139,039	8,942,500
1921	347	49,712	2,663,300
1922	392	75,679	2,674,580
1923	206	102,896	6,907,390
1924	261	23,976	1,204,500
1925	239	145,778	2,559,700
1926	206	52,891	1,711,200
1927	189	9,477	400,000
1928	201	71,461	4,835,000
1929	180	12,676	667,000
1930	261	20,751	1,021,000
1931	193	40,899	2,627,000
1932	182	50,147	3,095,000
1933	140	31,980	3,434,000
1934	103	13,588	760,000
1935	98	17,189	788,000
1936	60	3,474	438,000
1937	67	30,904	861,000
1938	85	28,951	1,284,000
1939	45	2,194	159,000
1940	38	3,936	78,000
1941	34	1,929	94,000
1942	139	1,332	53,000
1943	167	6,926	94,000
1944	214	7,021	228,000
1945	163	133,171	11,321,000
1946	137	1,277	27,000
1947	81	56,851	125,000
1948	47	6,061	151,000
1949	31	1,008	21,000

[1] Method of counting disputes not stated.
[2] Not stated whether employees indirectly involved are included.

Year	Number (1)	Workers Involved (2)	Time Loss in Man-working Days
1919	237	21,294	.....
1920	184	13,989	.....
1921	55	2,786	.....
1922	104	10,340	.....
1923	44	3,567	.....
1924	70	6,741	.....
1925	42	3,299	.....
1926	35	2,721	.....
1927	26	2,058	34,160
1928	45	5,474	98,015
1929	39	4,661	99,608
1930	31	6,397	265,695
1931	25	4,746	73,975
1932	38	5,083	159,154
1933	35	2,705	69,065
1934	20	2,763	33,309
1935	16	866	15,135
1936	41	3,612	38,789
1937	37	6,043	115,648
1938	17	706	16,299
1939	7	238	4,046
1940	6	578	1,480
1941	15	722	14,311
1942	19	822	4,030
1943	19	1,069	12,050
1944	18	1,324	17,690
1945	35	3,686	37,187
1946	55	15,173	184,483
1947	29	6,963	102,209
1948	28	4,277	61,408
1949	12	853	41,113

(1) Method of counting disputes not counted.
(2) Directly involved only.

Year	Number (1) (2)	Workers Involved (1) (3)	Time Loss in Man-working Days (3)
1919	3,639	4,160,348	.....
1920	3,411	1,463,054	.....
1921	2,385	1,099,247	.....
1922	1,112	1,612,562	.....
1923	1,553	756,584	.....
1924	1,249	654,641	.....
1925	1,301	428,416	.....
1926	1,035	329,592	.....
1927	707	329,939	26,218,628
1928	604	314,210	12,631,863
1929	921	288,572	5,351,540
1930	637	182,975	3,316,908
1931	810	341,817	6,893,244
1932	841	324,210	10,502,033
1933	1,695	1,168,272	16,872,128
1934	1,856	1,466,695	19,591,949
1935	2,014	1,117,213	15,456,337
1936	2,102	788,648	13,901,956
1937	4,740	1,860,621	28,424,857
1938	2,772	688,376	9,148,273
1939	2,613	1,170,962	17,812,219
1940	2,508	576,988	6,700,872
1941	4,288	2,362,620	23,047,556
1942	2,968	839,961	4,182,557
1943	3,752	1,981,279	13,500,529
1944	4,956	2,115,637	8,880,078
1945	4,750	3,470,000	38,000,000
1946	4,985	4,600,000	116,000,000
1947	3,693	2,170,000	34,600,000
1948	3,419	1,960,000	34,100,000
1949	3,606	3,030,000	50,500,000
1950 (4)	4,700	2,300,000	38,500,000
1950 (4) January	245	170,000	2,700,000
February	205	56,000	8,600,000
March	300	84,000	3,900,000
April	405	156,000	3,300,000
May	485	352,000	3,300,000
June	480	271,000	2,600,000
July	460	220,000	2,800,000
August	620	340,000	2,600,000
September	525	275,000	3,500,000
October	525	180,000	2,450,000
November	250	160,000	1,750,000
December	200	40,000	1,000,000

(1) Work stoppages due to labour-management disputes beginning in the period.
(2) Work stoppages due to labour-management disputes which involve as many as six workers and last as long as a full day or shift are included.
(3) All workers in the plant made idle because of the dispute, but not workers or idleness in other plants indirectly affected, are included.
(4) Preliminary figures.



CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at May 10, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

BY THE beginning of May, it was clear that the usual rapid spring increase in employment was well under way. Heavy spring hirings in construction, agriculture and transportation were reflected in the decline in registrations for work at National Employment Service Offices, from 290,300 at the beginning of April to 244,900 at the first of May. These seasonal increases in employment were taking place at a time of continued strong labour demand in defence and related industries.

In both construction and agriculture, labour demand is expected to be heavy. Although increased down payments on new houses financed through Central Mortgage and Housing and material shortages may restrict the volume of new housing, this may be offset by an increase in other types of construction, especially engineering construction and that associated with resource development. In agriculture, labour requirements are expected to be at least as high as last year, at a time when expansion in other industries may be expected to provide alternative job opportunities to agricultural workers.

Manufacturing industries, especially defence industries and those firms producing capital goods, will continue to make heavy demands on the labour supply throughout the period of seasonal increases in employment. The demand for skilled machine shop workers remains strong, and there is an increased demand for those trades such as boilermakers and riveters associated with shipbuilding and heavy metal construction. There is also some indication that a few of the defence industries are beginning to require more semi-skilled workers, now that the tooling up has passed beyond the preliminary stage.

These continuing demands for labour will be made on a labour force whose structure has already altered considerably in answer to the pressures of the preparedness program. The most recent sample labour force survey of the Dominion Bureau of Statistics, covering the first week in March, indicates that both the labour force, and employment were higher than on the comparable date last year, while the number of persons totally without work in the survey week fell considerably. On March 3, the labour force totalled 5,172,000, an increase of 19,000 men and 45,000 women over the totals on March 4, 1950. An estimated five million persons were employed in the first week of March this year, as compared with 4,796,000 in the spring survey week last year. The number of those totally without work fell to 172,000 as compared with 312,000 on the comparable date in 1950.

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The total of those who did no work in the survey week should not be taken as a measure of the labour reserve available, since many doing casual or part time work are considered to be employed for purposes of the survey. A considerable number of these workers would be available for full time jobs. In the survey week, the total of applications for work on file at National Employment Service offices was 296,700. The proportion of workers 45 years of age and over who are without jobs has increased, however, and there are also fewer skilled workers available than last year. A considerable number of those skilled and semi-skilled men still looking for work are probably in the older age groups.

The preparedness program has not only reduced the number of those without work; it is also beginning to alter the structure of employment, in the direction of increasing the proportion of workers employed in manufacturing industries. The number employed in manufacturing grew by some 106,000 between March 1950 and March 1951, an increase of 8 per cent, as compared with an increase of 4 per cent in total employment. This represents the largest increase in the numbers employed in manufacturing since 1947, and indicates a definite shift into manufacturing as a result of the increased labour demand in defence and related industries, and in firms manufacturing consumer durables and capital goods. Some of the workers now employed in manufacturing industries were undoubtedly unemployed last winter, but there are indications that some have come from jobs in other industries. Employment in the service industries, for example, has declined by an estimated 4 per cent over the period.

In contrast to manufacturing, labour force survey estimates indicate that there has been a decline of about 91,000 in the numbers employed in agriculture from March 1950 to March 1951. A decline is reported in all groups in agriculture—farm owners, self employed, farm workers and unpaid family workers. This does not necessarily indicate a large scale movement out of agriculture, however. Much of this decline in agricultural employment shown in the spring survey is undoubtedly due to the fact that the high employment in the logging industry provided many winter jobs for farmers, both farm workers and farm owners alike. The survey shows that logging employment had increased by about 77 per cent from the low level in 1950.

Since the increase in logging employment is not sufficient to account for all the decline in agriculture, it is probable that the greater number of job opportunities in urban centres this winter have also been an important factor. Any trend out of agriculture will show up more clearly in later surveys. The anticipated shortage of labour in the harvest season in agriculture will be due, not so much to an increase in demand for agricultural workers over that of last year as to a fall off in supply For this reason, both immigration, and organized seasonal movements of farm workers are expected to play a major role in helping to meet farmers' requirements at the peak of the season.

Although there has been an increase of 45,000 in the number of women in the labour force, the proportion of women in the labour force to total labour force has increased very little. Since the war, this ratio has remained fairly stable around 21 per cent, slightly above that of prewar years, but well below that of the war period. This would indicate that the increase in the number of women workers is keeping pace with the growth of the labour force, in spite of the increase in the marriage rate and birth rate in recent years. The number of married women employed has been on the increase since 1948, and this current survey shows a continuance of that trend. Most of the increase in women's employment has been in the clerical occupations. The number of women working in manufacturing occupations has increased very little over the past year, reflecting the fact that labour demand for women in defence industries is not yet very heavy.

(Continued on page 634)

CURRENT LABOUR STATISTICS

(Latest available statistics as of May 10, 1951)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Same date Previous Year
Manpower				
Total civilian labour force (a)	Mar. 3	5,172,000	—	+ 1·3
Persons with jobs (a)	Mar. 3	5,000,000	—	+ 4·3
Persons without jobs and seeking work (a)	Mar. 3	172,000	—	−44·9
Registered for work, N.E.S.				
Atlantic Region	April 26	43,144	− 7·5	−45·7
Quebec Region	April 26	84,537	−11·6	−43·8
Ontario Region	April 26	48,118	−15·1	−41·4
Prairie Region	April 26	38,866	−21·6	−24·4
Pacific Region	April 26	30,199	−27·8	−27·7
Total, all regions	April 26	244,864	−15·7	−39·6
Ordinary claims for Unemployment Insurance benefits (b)	April 1	226,470	− 7·1	−14·7
Amount of benefit payments (c)	March	$12,138,404	+13·6	−22·9
Index of employment (1939=100)	March 1	172·1	− 0·1	+ 9·0
Immigration	February	8,419	+49·4	+62·1 (d)
Industrial Relations				
Strikes and lockouts—days lost	April	9,673	—	−41·7 (d)
Number of workers involved	April	2,647	—	+44·1 (d)
Number of strikes	April	19	—	+44·7 (d)
Earnings and Income				
Average weekly wages and salaries	Mar. 1	$48.16	+ 0·6	+ 8·0
Average hourly earnings (mfg.)	Mar. 1	$1.11	+ 0·9	+ 9·9
Average hours worked per week (mfg.)	Mar. 1	42·3	− 1·4	− 0·5
Average weekly earnings (mfg.)	Mar. 1	$47.12	− 0·5	+ 9·3
Cost of living index (av. 1935-39=100)	April 1	181·8	+ 1·2	+10·9
Real weekly earnings (mfg. Av. 1946=100)	Mar. 1	108·5	− 3·0	− 0·5
Total labour income	December	$703,000,000	− 4·1	+ 9·5
Industrial Production				
Total (Av. 1935-39=100)	February	214·2	+ 1·9	+14·4
Manufacturing	February	224·4	+ 2·3	+14·8
Non-durables	February	194·3	+ 2·4	+ 9·1
Durables	February	276·0	+ 2·3	+22·4
Trade				
Retail trade	February	$671,500,000	− 0·1	+18·8
Exports	March	$290,200,000	+24·1	+27·0
Imports	March	$342,600,000	+24·9	+44·3

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.
(b) Includes ordinary live claimants plus claimants for supplementary benefit.
(c) Includes $1,671,257 in supplementary benefit.
(d) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

Notes of Current Interest

Seamen on Great Lakes screened for security

The Minister of Labour, the Hon. Milton Gregg, announced on March 22 that seamen employed on Canadian vessels on the Great Lakes would be screened for security reasons. The seamen will be issued with identification cards which they must possess to obtain or remain in employment.

Mr. Gregg's announcement amplified a statement made by Prime Minister St. Laurent on the same day. It directly followed the passing of regulations, under the Emergency Powers Act, the purpose of which is to ensure that only trustworthy seamen are employed on Canadian ships operating in the Great Lakes. These include: "Lakes Ontario, Erie, Huron (including Georgian Bay), Michigan and Superior and their connecting waters and includes the St. Lawrence River as far east as the lower exit of the Lachine Canal and the Victoria Bridge at Montreal."

The term "seaman" means a person employed in any capacity on board a ship and includes the master of a vessel.

The new regulations parallel the screening provisions applicable to seamen employed on U.S. vessels in the same waters. They will be administered by the Department of Labour through the National Employment Service.

In future, seamen employed on Canadian vessels operating in the waters mentioned above, must apply to a local office of the National Employment Service for an Interim Seaman's Card. Before receiving their cards, they must submit three photographs each of themselves and be fingerprinted. To take or continue in employment on or after May 1, 1951, they must be in possession of these cards. On or after August 1, they will be required to hold a Regular Seaman's card for the same reasons.

The Minister of Labour may, under the regulations, refuse to issue a Seaman's Card to an applicant or he may revoke a Card if he is satisfied that the presence of the particular seaman on board a Canadian ship in the Great Lakes might prejudice the security of Canada. There is provision for appeals in case of refusal by the Minister to issue a Seaman's Card or in case of revocation of the same.

CCL expels Fur and Leather Workers' Union

The Executive Council of the Canadian Congress of Labour on April 11 voted to expel the International Fur and Leather Workers' Union. The action was taken under a constitutional amendment passed at the Winnipeg Convention of the CCL last September, giving the Council authority to expel any union which follows the Communist party line (L.G., Nov., 1950, p. 1819). This marked the first occasion action had been taken under this new section of the Constitution.

The Congress issued a press statement declaring that the Fur and Leather Workers' Union had "followed the Communist party line in charging the Congress with betrayal of workers in its policy on price control."

The Congress' press statement then continued as follows:—

"The Council's decision was based on a statement issued following a meeting of the Fur and Leather Workers' Union in Winnipeg on March 13. The statement attacked the Canadian Congress of Labour for a joint presentation made to the federal government by the CCL with the Trades and Labour Congress, Canadian and Catholic Confederation of Labour and Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods.

"The central labour bodies demanded price controls and opposed wage controls. At the same time, the labour groups said that if wage increases created serious pressure, the labour organizations would be prepared to take part in a three-way government-labour-management conference to discuss practical measures of wage stabilization. The Fur and Leather Workers' Union charged that the CCL, in adopting this position with the other central labour bodies, was betraying the interests of the Canadian workers.

"In supporting the motion for expulsion of the Fur and Leather Workers' Union, members of the Executive Council said the policy indicated by the Fur and Leather Workers' Union was the line being followed by the Communist Party. In announcing the expulsion the CCL made it clear that there was no suggestion that the majority of the rank-and-file members of the Fur and Leather Workers' Union supported the Communist Party line. The policy was

rather one adopted by officers of that union who followed Communist policy rather than the policy determined by the great majority of the CCL membership."

Canadian labour income in 1950

Estimated total of salaries and wages and supplementary labour income in Canada reached an all-time peak of $8,114,000,000 in 1950, exceeding by 6·3 per cent the preceding year's figure of $7,630,000,000, according to the Bureau of Statistics. The estimated total in December amounted to $703,000,000, down $30,000,000 from November, but up $61,000,000 or 9·5 per cent over December, 1949. Increases were recorded in all industries both in the month and 12-month period over a year earlier.

A comparison of the 1950 total with that of 1949 reveals that, of all the industrial groups, "Construction" recorded the greatest gain: 8·3 per cent. "Finance, Service, including Government" was next with a gain of 7·1 per cent while labour income in "Manufacturing" rose by 6·4 per cent. The group showing the slightest increase in the year was "Agriculture, Forestry, Fishing, Trapping, Mining" with 2·9 per cent.

The total of labour income for the last three months of 1950 was $2,159 millions; compared with $2,093 millions for the third quarter, this was an increase of 3·2 per cent. An increase in the fourth quarter over the third is contrary to the experience of both 1948 and 1949 when the last three months showed declines of 0·2 per cent.

Labour income increased in the fourth quarter in all industrial groups except "Construction", an industry that is typically lower at this season than in the preceding quarter. The greatest increase between quarters occurred in the group of primary industries, "Agriculture, Forestry, Fishing, Trapping, Mining", which rose by 7·9 per cent. This was followed by a 5·9 per cent increase in the "Public Utilities, Transportation, Communication, Storage, Trade" group.

Record investment planned in 1951

The Department of Trade and Commerce has issued its annual report on the outlook for private and public investment in Canada, covering the year 1951. The report is based on a survey covering some 18,500 business establishments of all kinds.

According to the report, investment intentions of business, institutions and governments and planned expenditures of individuals for housing, involve in total for 1951 the outlay of more than $4·3 billion. This is exclusive of any expenditures by the Department of National Defence for military equipment.

"An investment program of this magnitude," the report comments, "would be the largest on record in Canada and it would mean an increase over the accomplished 1950 program of 14 per cent in value terms and some 6 per cent in terms of physical volume. It would mean that Canada would be devoting about 22 per cent of her gross national production to the creation of buildings and engineering works and to the acquisition of producers' machinery and equipment. This represents a slight increase over 1950 and the highest proportion in the post-war period.

"The 1951 statement of investment intentions is of particular significance," the report continues, "because in the same year Canada plans to undertake the largest peacetime defence program on record. The increased defence and investment programs will make demands on substantially the same type of resources. It is against this background that the 1951 investment intentions must be considered."

Both the private and public sectors of the economy plan substantially increased capital outlays in 1951. Private investment will rise from $2·8 to $3·1 billion, an increase of 11 per cent, if intentions are realized, while a rise is planned in public investment from just under $1 billion to $1·2 billion, an increase of 23 per cent.

Citing the heavy expenditures planned for construction purposes in 1951, including those planned for defence purposes, the report predicts that while housing outlays may show an increase over 1950 in dollar terms, it is likely that the physical volume of activity may be somewhat less than last year.

Dealing with the economic significance of investment intentions, the report continues as follows: "Each year since 1945 has seen an increase in the value of investment expenditures. This has been a result of efforts by primary producers and manufacturers to provide a sufficient flow of goods to meet the pent-up demands accumulated during the thirties and throughout the war years. These needs were accentuated by a greatly increased buying power resulting from a larger population with increased incomes. By 1950 manufacturing facilities had passed the peak of their capital expansion. However, large backlogs still existed for housing, educational and health facilities, transportation and communication facilities and such necessities as roads, streets, waterworks and sewers. In short the investment program has maintained a

constant pressure on the supplies of labour and materials available for the construction of buildings and engineering works and the building of machinery.

"The stated investment intentions for 1951 indicate that the investment program is going to demand an increased share of labour and materials that are already scarce. If the supply of materials available is made even smaller by reason of defence requirements, competing demands for use by manufacturers of all types of producers' and consumers' goods will add to inflationary pressure already apparent. The distribution of these scarce commodities can be accomplished to the best advantage and without significant price increases only if businessmen, institutions and governments exert the utmost caution in planning and implementing their investment programs. Government measures may facilitate the process by assisting in the procurement of materials for essential projects and discouraging types of projects for which material may not be available."

A companion study, issued by the Department, deals with the outlook for 1951 in regard to the supply of basic and building materials in Canada. Thirty building materials as well as primary iron and steel and lumber are discussed in this report. Estimates of production in 1951 are based upon a comprehensive survey of manufacturers' intentions. If their expectations are realized, the overall supply of building materials in Canada will be somewhat greater, although less balanced than in 1950. Substantial increases in output are anticipated in the case of mineral wool and gypsum products, cast iron pipe and fittings, rigid insulating boards and certain kinds of sanitary ware and heating equipment. On the other hand, difficulties encountered in obtaining raw materials such as cement and steel and non-ferrous metals, may prevent any increase in the output of cement blocks, steel pipe and fittings, hot water storage tanks, wire nails and spikes and builders' hardware. Imports of such items as structural steel and steel sheet and plate for non-defence purposes may also be reduced.

NES opens Teachers' Employment Office in Saskatchewan

To help eliminate some of the difficulties encountered in providing teachers for many of Saskatchewan's schools, the Prairie Region of the National Employment Service has opened a Teachers' Employment office in the Province.

Establishment of the office is the result of negotiations between the National Employment Service and the three interested groups—the Saskatchewan Teachers' Federation, the Saskatchewan School Trustees' Association, and the Education Department of the Provincial Government.

A Teachers' Placement Officer has been appointed and is located at the NES local office in Saskatoon. School teachers may obtain employment applications from any NES local office in Saskatchewan. The forms, when completed, are forwarded to Saskatoon, where the selection and referral work takes place.

All orders are also forwarded to the Saskatoon local office. These orders contain more information than is ordinarily recorded on employers' orders, such as complete school curricula, report on housing accomodation, ethnic data pertaining to the district, and other details pertinent to the successful placement of a qualified teacher.

Although much of the work of this new office is still in the organizational stage, a satisfactory number of placements have already been made considering the time of the year, it is reported.

The project is being watched with interest by education officials in other provinces.

42nd annual congress of Co-operative Union of Canada

The Co-operative Union of Canada held its 42nd annual congress in Regina, Sask., on March 6-8, when delegates and representatives from all provinces were in attendance, as well as visitors from various parts of Canada and from the United States and Mexico.

A report submitted to the meeting showed that for the year 1949-50, co-operatives affiliated with the Co-operative Union of Canada numbered 933. These co-operatives had an aggregate membership of 722,971 in 1950 and did a business of $559,057,344. Affiliated co-operative marketing and purchasing associations, with 2,979 places of business, did a business of $543,012,082. They had a total of 649,770 members and 674,863 patrons. The business of the nine affiliated Canadian Co-operative Wholesales amounted to $76,490,393.

There were 30 affiliated fishermen's co-operatives, whose total business amounted to $12,780,159. Service co-operatives numbered 34, and included housing, funeral services, transportation, garage services, restaurant, medical services, cold storage, printing, electricity, and insurance.

The Congress accepted in principle a five-year plan of development for the Canadian Co-operative Union. The plan, which includes among its aims stimulating organization of co-operative enterprise, was

referred to the directors for elaboration and presentation in final form to the 1952 congress.

Measures taken by the board of directors and a national committee to promote the incorporation of a Canadian Co-operative Credit Society were approved by the delegates, and the board was instructed to press for action on a Bill to this end now before the Senate in Ottawa.

In addition to resolutions dealing with specific problems related to the income tax status of co-operatives, the Congress expressed its approval of government economic controls that will bear equitably upon all sections of the national economy.

The directors were called upon to study the problem of co-operative credit, with special reference to the establishment of a co-operative trust company to operate in the field of long-term credit.

A nation-wide committee was set up to study the possibility of forming a Canadian Society of Co-operative Accountants, Auditors and Legal Counsel, and report to the next Congress.

In the election of officers, Mr. A. W. Friesen, of Rosthern, Sask., was returned as president.

Proposal to extend UI coverage to hospital employees

Proposals to extend the coverage under the Unemployment Insurance Act to persons employed by hospitals and charitable institutions are under consideration by the Unemployment Insurance Commission. (At present a few institutions have taken advantage of the provisions of the Act to insure their employees on a voluntary basis.)

Such extension would not apply to medical, technical and nursing staffs, or to members of religious orders or other persons who are not under a contract of service.

The Commission announced that oral and written representations by interested persons or associations would be considered at a meeting, to be held in the board room of the Commission on May 16.

Labour Department official loaned to ILO

Hon. Milton F. Gregg, Minister of Labour, announced in April that A. G. Kerr of the Economics and Research Branch of the Department had been loaned to the International Labour Office as an occupational analyst to carry out work in connection with the ILO migration program.

Mr. Kerr, who will spend one year with the ILO in Geneva, has had considerable experience with occupational research. Following World War II he assisted in the preparation of an extensive rehabilitation manual prepared by the Department of Labour relating army training to civilian employment and entitled "Army Employment—Civilian Jobs".

University of Montreal holds third study session

The third annual study session was held at the University of Montreal during March. The subject discussed was "union policies and company management." The session was organized by Rev. Emile Bouvier, Director of Industrial Relations at the University, and was attended by about 300 delegates representing both labour and management.

The delegates heard papers on several topics of interest in the field of industrial relations, and following the lectures, open forums were held. Principal speakers during the two-day seminar were: Professor R. A. Lester, Research Associate of the Industrial Relations Section at Princeton University, who spoke on "Criteria of Wage Determination"; Peter F. Drucker, industrial relations consultant, who spoke on "The Function of Unions in Business"; Professor Joseph N. Scanlon of Massachusetts Institute of Technology, who discussed the "Scanlon Plan" of labour-management co-operation; and Professor F. H. Harbison, of the University of Chicago, who discussed "Criteria of Union-Management Co-operation."

Publication of 1951 edition of handbook *Canada*

Publication of the 1951 edition of the Official Handbook *Canada* has been announced by the Dominion Bureau of Statistics. Initiated 21 years ago to supplement the field of the *Canada Year Book*, it is especially designed for ready use by businessmen, teachers, students, lecturers, and all those interested in the progress of Canada. The pocket-sized annual contains up-to-date official information on all phases of the country's economic organization.

The current edition contains over 300 pages of text, reproductions of more than 180 photographs illustrating the textual matter, four scenic views in colour, as well as diagrams, charts and lithographed maps.

A special article deals with the development, resources and people of the Northwest Territories and Yukon. The chapter material covers population and vital statistics, education, scientific research, social and cultural relationships, national

income, agriculture, forestry, mines and minerals, water powers, fisheries, furs, manufacturers, construction, labour, transportation and communications, domestic and foreign trade, public finance, banking and insurance.

The handbook is available at a price of 25 cents from the King's Printer, Ottawa.

Newfoundland workmen's compensation law comes into force

On April 1, 1951, the Workmen's Compensation Act passed by the Newfoundland Legislature in 1950 came into effect. The newly constituted Workmen's Compensation Board commenced operations on April 2.

The new Act, like the Acts in all the other Canadian provinces, is of the collective liability type (L.G., Dec., 1950, p. 2076). It repeals the Workmen's Compensation Act, 1948, which provided compensation through an individual liability system.

Members of the Newfoundland Workmen's Compensation Board are: Irving Fogwill, Chairman; J. Madigan, C. Hancock and J. W. May, Secretary.

CCL appoints educational and welfare director

Appointment of Howard Conquergood of Toronto as educational and welfare Director of the Canadian Congress of Labour was announced on April 23. Mr. Conquergood previously held a similar post with the United Steelworkers of America and has been active in CCL educational work for some years in arranging weekend institutes across Canada and in organizing summer and winter schools and staff seminars.

Decision on benefit right of married women

The first decision of the Umpire under the Unemployment Insurance Act involving the disqualification of a married woman from receipt of benefit, under the recent amendment to the Benefit Regulations which became effective on November 15, 1950, appears elsewhere in this issue on p. 711.

***Community Planning Review*: a bilingual quarterly**

The first issue of a bilingual quarterly published by the Community Planning Association of Canada, has recently been distributed. According to an introductory statement, the quarterly, *Community Planning Review*, will contain illustrated articles by recognized authorities, of the kind that appeared from time to time in its predecessors *Layout for Living* and *Urbanisme*.

"There are reasons, in Canada as elsewhere, for giving fuller scope in this mid-twentieth century to discussion of the purposes and methods of community planning," states the *Review*. "The modes of city building seem today more rapid than sensible. The complexities of today's urban growth appear to overwhelm the habitual machinery of urban government. The efforts at town planning in the first half of the century plainly have not produced the results hoped for."

Much of our community planning has been too superficial, too partial and unreal to succeed, the *Review* continues. The sociologist and economist usually confined themselves to describing the curious behaviour of urban institutions and the private land market. An accomplished designer might draw a non-existent place, oblivious to economic and social forces. An administrator "might try to translate the pretty drawings into a permanent legal sieve, through which the flow of city-building would be sifted nearer to the designer's taste."

The editors hope that through their magazine there will emerge "clearer images of the citizens' role and specialists' role, and of the public policies and technical practices that lead to more reasonable and beautiful surroundings."

Articles in this first issue include, "Ajax: Planning a New Town in Ontario" by Kent Barker; "Delimitation D'Une Banlieue de Grande Ville" by Jean-Charles Falardeau; "The Decision Makers in Residential Building" by Nathan Keyfitz; "Urban Mapping: An Elementary Manual" by Humphrey Carver; and "Economic Problems of Urban Re-development" by Leonard Gertler.

First report on British National Insurance Scheme

The working of the National Insurance Scheme during the 21 months since its introduction on July 5, 1948, is reviewed by the government actuary in his first interim report, now available for distribution.

At March 31, 1950, there were 23½ million contributors to the scheme. Of this number, nearly 21½ million were employed, slightly under 1½ million self-employed, and about half-a-million non-employed. These figures indicate a considerable shift from the two latter classes to the employed class since before World War II, it is observed. About 2½

million persons were brought into national insurance for the first time under the new scheme.

There were, at March 31, 1950, 4,161,000 retirement or old age pensions in payment, including 300,000 at the transitional rate of 10s. a week earned under the old scheme by pensioners who had not retired. The annual cost of retirement pensions is at present £250 million. This amount represents two-thirds of the total expenditure on benefits under the scheme. (Other benefits are unemployment, sickness, maternity, widows' and guardians' allowances, retirement and death.) It is expected that the cost of retirement pensions will double during the next 30 years because of the increase in the aged population. As contribution income will remain relatively stationary, this additional cost will fall almost wholly on the Exchequer.

Retirement pensioners who had their pensions reduced on account of earnings averaged at the beginning of 1950 about 21,000 men and 11,000 women each week, or about five per cent of men and two per cent of women pensioners in the age groups concerned—65-70 and 60-65.

Of the 262,000 retirement pensions awarded in the year 1949-50, just over six per cent of the recipients received increments for deferment of retirement. The report examines available evidence on the effect of the retirement condition; it stresses, however, that the period of observation (July, 1948-March, 1950) is short. The proportion of men likely to go on working rather than retire on pension on reaching pensionable age, the report comments, would appear to be rather less than was estimated before the scheme began to operate. Nevertheless, the proportion not retired is substantial; more than half of the insured men reaching 65 continue at work, or remain available for work, six months later, and the proportion is still as high as one-third at age 68. The proportion of women remaining at work after pension age appears to be much lower than was expected: about 40 per cent of women qualifying for pension at age 60 on their own insurance are still at work after six months.

The scheme inherited assets of nearly £900 million from the old insurance schemes. During the 21 months period, income, including Exchequer contribution of about £228 million, exceeded expenditure by about £225 million, and in the year 1949-50 by about £140 million. This was due mainly to low unemployment (between one-and-a-half and two per cent in the year under review), which affects the cost of unemployment benefit and also results in larger contribution receipts. The balances in the funds at March 31, 1950, were over £1,100 million.

The income of the fund in the financial year 1949-50 was about £525 million (apart from some £40 million collected on behalf of the National Health Service) Of this, some £185 million were contributed by the insured and £175 million by employers, and £135 million were paid from the Exchequer. Nearly £30 million came from interest on the funds.

Manpower for Britain's rearmament program

Measures to meet the manpower needs of Britain's defence program have been under consideration by the National Joint Advisory Council—an advisory body set up late in 1939 and reconstituted in 1946 on a peacetime basis, for purposes of consultation between departments of government and representatives of organized employers and workers.

The Council found that although much additional labour for defence work could be gained by changing workers from civilian to armament work within the factories now employing them, many more workers will be needed, and that the most efficient use of existing labour is necessary. Accordingly, the Council, at a meeting held early in the year—the first under the chairmanship of the new Minister of Labour and National Service, Rt. Hon. Aneurin Bevan—made the following recommendations:—

1. Schemes of training, upgrading and dilution to be developed by different industries, supplemented when suitable by training in government training centres.
2. Each industry to be asked to consider whether longer working hours by the introduction of systematic overtime would increase production.
3. More adjustments of working hours to make it easier for women with domestic responsibilities to enter industry.
4. Employment of women to a greater extent on appropriate semi-skilled processes.
5. Both sides of industry to be asked to avoid unfair competition in the recruitment of labour.
6. Employers to be asked to give advance notification of redundancies so as to reduce to a minimum any periods of unemployment between jobs.

Appropriate action by industry in accordance with these recommendations, and the curtailment of civilian production by cuts in raw material allocations will, it is hoped, raise the number of workers on rearmament from the present figures of 400,000 to 900,000 by 1953.

In order that the progress made towards this objective might be accurately gauged, manufacturing firms will be asked to make quarterly returns showing the percentage of their employees engaged on defence contract work.

The question of the full employment of old people was raised by the Minister of Labour, and was referred to the Joint Consultative Committee, which is the executive committee of the Council, for detailed consideration.

Teen-agers and their jobs in amusement industries

The Bureau of Labour Standards, United States Department of Labour has made a study of the teen-age employment in the amusement industries. In a booklet issued subsequently, "They Work While You Play", the Bureau states that more information should be known by the general public about the conditions of employment of the thousands of young people in this type of occupation.

While important advances have been made during recent years in protective State legislation for young workers, the booklet states, it is known that teen-agers in the recreational service industries have not shared to the same extent as other young people in the accompanying benefits.

During 1947, there were 193,700 teen-age workers in the recreation industries; 14,600 were under 14 years of age, 64,000 were 14 or 15 and 115,110 were 16 or 17. They represented about one in every four of the total employees.

Among the legislative advances referred to above, the most important is the raising from 14 to 16 of the minimum age for work during school hours and for work in factories. The work of amusement centre employees, however, is largely part-time, carried on in the traditional leisure-time hours of the general public—late afternoon, evening, and on Saturday and Sunday. Moreover, because of the local nature of their employment, few children who work in amusement industries are covered by Federal child-labour legislation.

In general, earnings in the occupations in which minors are employed are relatively low, the survey showed. For example, the median weekly wage for ushers of all ages in New York State in 1949, was $15.47, while for boys under 21, it was $13.96.

Out of a total of 6,377 boys under 21 employed in the amusement industries in New York State in 1949, nearly 2,000 were pinboys. The median weekly earnings were $9.65. Besides the physical strain involved in pinsetting, there is always the possibility of accidental injury. Theatres and motion picture houses employ between two-fifths and half of all the young people working in recreation industries. Many boys and girls who begin work in the late afternoon or early evening are employed for hours that, added to their school hours, make a long day and a long work week.

Little is known about conditions of work or the extent of young people's employment in such amusement places as ball grounds, fairs, dance halls, golf links, race tracks, skating rinks and circuses, the Bureau stated.

The usual minimum age under State laws for work outside school hours is 14, although some laws set a lower standard. Under most laws employment certificates or work permits are required up to 16 or 18 years of age. For children under 16 night work after 6 or 7 p.m. is, in the majority of States, prohibited. In some States, the standards apply to places of amusement, but in others they apply only to a list of specified occupations which do not include those in amusement centres.

In 24 States, the report shows, there is either a lower minimum age than 14, or no minimum age at all, for work outside school hours in theatres, or in bowling alleys, or on golf links or in all three services.

In the matter of minimum wages, only nine States of the 26 with minimum wage laws, and the District of Columbia, have issued orders affecting workers in these services.

The restrictions of hours of work to eight a day and 40, 44 or 48 a week, which are general in child-labour laws for children under 16, do not benefit these part-time workers. However, when enforced, other laws placing special limitations on hours of work on school days and during school weeks, or on combined hours of school and work, do give them definite protection.

"Legal standards, however, are of little avail if they are not enforced," states the booklet. "There is much illegal employment in some of these industries. . . . It must be recognized that legislative restrictions in these types of employment meet with special difficulties of enforcement. These young workers are usually so scattered—a few in one establishment and a few in another—that their employment may be overlooked as of little or no significance."

Desirable standards for legislation regulating child labour in the amusement industries, suggests the Bureau, would be:—

(*a*) stricter regulation of night work, so that the work of the school child under 16

will be limited to afternoon hours and so that there is time for a full night's rest for all workers under 18;

(*b*) a minimum age of 14 for work outside school hours, and of 16 for work during school hours;

(*c*) a requirement of employment certificates up to 18 years of age;

(*d*) a limitation on combined hours of school and work;

(*e*) minimum-wage standards that would provide adequate recompense for the young person's time and effort.

U.S. defence industries to receive training assistance

Defence industries may now obtain manpower training assistance from the United States Department of Labour under a program recently put into effect by Secretary of Labour Maurice J. Tobin, according to the April issue of *Labour Bulletin,* a publication of the U.S. Department of Labour.

Upon the request of defence industries, field representatives of the Labour Department's Bureau of Apprenticeship will provide aid towards improving the skills of employed workers and training new workers on the job.

Through teamwork between the Bureau, public employment services, and vocational education agencies, the following three services will be provided to defence industries, in addition to developing needed skilled workers through apprenticeship programs:—

1. Assistance in determining training needs and the recommending of methods and procedures for the organization of training on the job;

2. Assistance in the organization of training throughout a defence plant to meet production requirements;

3. Assistance in the solving of special training problems.

The field representative of the Bureau of Apprenticeship upon invitation will obtain a working knowledge of the production plans of a particular defence plant. In co-operation with the plant's production manager and personnel director he will advise on the skills needed to meet production schedules. In addition, the local office of the State employment service will conduct a job analysis survey in the plant and will recommend how present workers may be best utilized in production plans. Once these two factors are determined, the number of additional workers needed and the skills required can be decided.

If there is not sufficient trained manpower available through local public employment offices, the field representative will suggest to plant officials a procedure whereby new workers can be trained on the job without interference to the production schedule.

In view of the present high employment in the United States, continues the article, defence industries will probably be compelled to use workers on jobs for which their skills do not equip them, or to hire persons who have not worked before. In many areas, it will become necessary therefore to establish pre-employment training classes similar to those operating during the recent war. In these cases, State and local vocational education authorities will consult with the employer on the content of the course and curriculum.

"A main objective of the program," states the *Bulletin,* ". . . is to make the fullest possible use of available skilled and other classes of trained workers to get a plant into defence production, and then to use these workers to train others as the plant expands and new employees are brought on to the job."

CIO to participate in ILO Conference

The CIO will participate with the AFL as labour representatives on the United States delegation to the annual International Labour Conference for the first time since 1946, Secretary of Labour Maurice J. Tobin announced on April 11. The Conference opens in Geneva on June 6.

The AFL would nominate the worker delegate, the Secretary said, and the CIO would join the AFL in nominating advisors to the delegate. Each organization would have an equal number of advisors.

Mr. Tobin said that the agreement constituted a significant step in American labour's united approach towards world affairs.

Reviewing the background of the agreement, he recalled that in 1949, the AFL and CIO were prime movers in forming the International Confederation of Free Trade Unions, "free labour's answer to the Communist-controlled World Federation of Trade Unions.

"Through the ICFTU," he continued, "the united American labour movement is co-operating with its democratic counterparts in 59 countries to raise standards of living and promote the legitimate interests of free trade unions everywhere, in all out effort to defeat the forces of Communism.

"This agreement to work together in the ILO is another milestone on the road towards international labour co-operation. The ILO is one of the most effective international instruments for building the economic and social foundations of world peace."

In emphasizing the vital role of the ILO in the world today, Secretary Tobin stated: "Communism feeds on conditions of poverty and misery. In attacking the source of such conditions and helping eliminate them, the ILO is making a direct contribution toward the strengthening of democracy and freedom. It has become one of the most important international instruments for achieving the social and economic objectives of free peoples everywhere. These objectives are the necessary foundation of a durable and lasting peace. Anything we do to strengthen the ILO and our participation in it is in the interest of the United States."

Women's Advisory Committee on defence manpower

The United States Department of Labour Industrial Bulletin for April reports that on March 20 Secretary of Labour Maurice J. Tobin named 18 women leaders as members of his newly created Women's Advisory Committee on Defence Manpower. Members of the committee are representative of women's organizations across the country, State departments of labour, labour unions and management.

India enacts legislation to conform with ILO Convention

A bill seeking to prohibit the employment of young persons between the ages of 15 and 17 years, during the night in railways and ports, was introduced in the Indian Parliament on April 19. It is also sought to completely prohibit the employment of children under 15 years of age in any occupation in the port areas.

According to the Government of India Information Services, the legislation has been introduced in order to conform with the provisions of a Convention adopted by the International Labour Conference in 1948 and ratified by India.

The Convention (No. 90) concerns the night work of young persons employed in industry, and comes into force in June. It prohibits the employment of young persons during the night in factories, mines, railways, and ports. Necessary action to enforce the provisions of the Convention in mines and railways is being undertaken separately by amending the relevant laws. The only national law regulating the employment of children in railways and ports is the Employment of Children Act of 1938. The present Bill amends that to give effect to the provisions of the Convention in respect of railways and ports.

(Concluded from page 624)

IN BRIEF . . .

The cost-of-living index advanced from 179·7 to 181·8 between March 1 and April 2, an increase of 1·2 per cent. The food index rose from 233·9 to 238·4, in part because of an increase in the price of butter . . . Canadian production of iron and steel moved up again in February, continuing a gain in monthly output over a year earlier that has been uninterrupted since May last year. Pig iron production in February advanced to 193,227 tons from 157,200 a year ago. Production of ferro-alloys in February advanced to 14,914, tons from 9,652 in the same month last year . . . Employment in the major non-agricultural industries was slightly lower at the beginning of March than a month earlier, while payrolls were slightly higher. Both employment and payrolls were substantially higher than a year earlier. The advance index of employment (1939-100) was 172·1 at March 1, nine per cent above the level at March 1 last year. The advance index of employment in manufacturing was 186·2 at March 1, 8·6 per cent higher than a year earlier, and the highest level reached in the postwar period . . . Weekly earnings of those employed by the larger manufacturing firms averaged $49·57 as compared with $45·55 at March 1, 1950.

LEGISLATIVE PROPOSALS OF LABOUR ORGANIZATIONS

During the week of April 9, representatives of the Trades and Labour Congress, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, presented their annual briefs containing proposals for administrative and legislative changes to the Federal Cabinet.

Trades and Labour Congress of Canada

Stressing the Congress anxiety at recent increases in the cost of living, the Executive Council of the Trades and Labour Congress, supported by a large delegation of senior officers from affiliated organizations, presented its annual memorandum to the Federal Cabinet on April 10. The memorandum, which was read by Percy Bengough, TLC President, expressed the Congress viewpoint on many matters of current national and international interest.

In welcoming the TLC officials to the meeting, the Prime Minister, the Rt. Hon. Louis S. St. Laurent, expressed the Cabinet's pleasure at being able to meet with the Congress, and said that the aims of the Congress for the country were in many cases analogous to those of the Government.

Replying to Mr. St. Laurent's welcome, Mr. Bengough thanked him for his remarks, and took the occasion to present his group's best wishes to the Hon. Mr. Gregg, Minister of Labour, who was celebrating his birthday.

In its introductory remarks, the Congress commended the Government for its leadership and participation in international affairs. The Congress made particular reference to "the support and participation given the International Labour Office . . . and the response of your Government to the call of the United Nations Security Council for the recruitment of a Special Reserve Force for service wherever the United Nations has need for the maintenance of international law and order." The brief also commended the Government for financial assistance given to underdeveloped areas, and for its determination to strengthen Canada's defences from attack.

Social Security

Expressing concern at the progress in establishing a program to improve "social and economic" security, the brief pointed out that "Communism feeds and grows upon social and economic insecurity," and that "too little has been done and that a great amount of resentment and dissatisfaction exists." The Congress said further:—

> It is with this knowledge that we wish to impress your Government with the need of establishing a co-ordinated plan of social security for the people of Canada. There are still many thousands of men and women in this country living in constant fear of becoming unemployed —a justifiable fear in view of the mass unemployment experienced during the Spring of 1950. Canadians still have the fear of illness with its high costs and debts as well as the fear of old age with insufficient income and savings. Canadians are also experiencing the greatest of difficulty in purchasing the necessities of life because of ever-increasing living costs.
>
> We do not accept the argument that the costs of the military defences necessary to protect our country must come before a program of comprehensive social security; nor do we believe it necessary that living costs should be allowed to skyrocket as they have during the past four years. We have no hesitation in warning your Government that continued failure to deal adequately and quickly with these matters will weaken any defensive measures that may be taken, leave our freedoms and democratic institutions open to attack from within, and render sections of our economy ineffective at a time when it is necessary for them to carry the greatest punch.

The Congress asked for immediate enactment at this session of Parliament of a contributory social security scheme. Included in this scheme would be a health insurance plan, providing accident and

hospital benefits, and medical, surgical, and dental services financed by individual prepayment and Government subsidies.

Mr. Bengough said that his organization was disappointed that such a scheme had not yet been inaugurated. Mr. St. Laurent replied that labour could do much to educate the public to accept such a proposal. Under the British North America Act, the major responsibility for health remained with the provinces. There was a fear in many parts of the country that such a scheme would lead to federal centralization. Some progress had been made, but there was a need for education among the people. Labour, he said, is "a very effective instrument to educate people," because of its "overall influence all over the country."

The brief also presented the recommendations for old age pensions passed at the 65th convention of the Congress in September (L.G., Nov., 1950, p. 1804). The Congress recommended: abolition of the means test; federal responsibility for old age and blind pensions; interim measures to provide a $65 monthly pension, "while machinery is being developed for the implementation of a full social security scheme"; reduction of pensionable age to 65 for men and 60 for women; and the provision of housing for all pensioners who might require it. The proposed national social security scheme "should include provisions for allowances on a broader and more enlightened scale for mothers and widows," the TLC said.

Noting the changes in the Unemployment Insurance Act removing the limitations on coverage, the Congress considered that "there are still those who are not covered, and too low a ceiling has been placed upon the amounts of benefits available."

The following changes in the Act were recommended: increased weekly benefits; universal coverage regardless of income or employment; payment of benefits for all statutory holidays; clearer definition of the phrase "suitable employment"; an increase in the time limit for registrations, and a shorter waiting period for the payment of benefits; the right of a claimant to draw benefits until credits are exhausted; all employees full or part time, be required to deposit insurance books with employers; "that benefits in respect of dependent persons be paid whether or not the dependent shares the same domicile;" reduction of contributions by longshoremen from 450 to 300 days, and "in regard to the dead seasons from 50 to 35 days"; replacement of the Umpire by a panel made up of a High Court Judge, and an employee and employer representative.

The Congress said that its membership did not want "social security as a gift," but was prepared to pay a share of such a plan if implemented.

Price Control

Stating its awareness to "the inflationary aspects of increased preparedness and defence spending," the Congress emphasized its belief that price controls were now necessary. The brief said that "it may be necessary for and desirable for your Government to require considerable saving by our people as was done during World War II." However, the Congress drew attention to the large increases in the cost of living in recent months. Mr. Bengough said that labour did not feel that the increased cost of living was entirely due to international conditions. He said that items such as foodstuffs, which had shown the greatest increases recently, were produced in Canada. He added that rentals were not subject to international trade conditions, and increases had also been registered here.

Maintaining that people on fixed incomes, and wage-earners, had not benefited from price rises, the brief continued:—

> It is our opinion that your Government must take some responsibility for the stabilization of prices. We are not a little disappointed at the failure of your Government to take some constructive steps along these lines.
>
> We believe that measures of price control are an immediate necessity to protect the living standards of our people and to assure the success of our current drive for greater defence preparedness.

The TLC recommended that the Government take the following action to alleviate the price situation:—

> Establish a prices board with power to control prices and having equal labour representation.
>
> Provide subsidies for foodstuffs "sufficient to bring food prices within the purchasing power of those in the medium and lower income groups."
>
> Institute a 100 per cent excess profits tax as a deterrent to higher prices, and to help pay the cost of subsidies.
>
> Establish a policy of applying to the prices board for approval of all price changes.

The Congress took the position that wages were now controlled through the negotiation procedure of collective bargaining. The brief also pointed out that prices of the services sold by public utili-

ties are negotiated in the manner proposed, and recommended "that all prices be so handled". Unless this is done, the Congress said, "industrial unrest will be one of the immediate results."

Rent Control

Noting that the Government had definitely decided to vacate the field of rental controls, the Congress observed:—

> We are pleased to see that some of the Provincial Governments have enacted rent control legislation. However, we are not yet assured that all Provinces will follow the same procedure. We would ask your Government to endeavour to have such protection extended to all citizens.

Mr. Bengough, speaking on the matter of adequate housing, and the recent regulations regarding down payments for new construction, said that "very strong views" had been expressed by trade unions against this action. The effect of the regulations would be to prohibit working people from building, he said. He read a resolution passed at the Congress Convention which urged the Federal Government to "assume full responsibility for the financing of slum clearance and low rental housing projects in co-operation with the provinces and municipalities" (L.G., Nov., 1950, p. 1805).

Taxation

The Congress asked for several changes in taxation laws. These requests were: Exemption from income tax of "all union dues paid as a condition of employment;" Exemption of $2,400 a year for married persons; $1,200 a year for single persons; $400 a year for each child; and complete exemption of incomes of children eligible for family allowances.

The TLC recognized the Government's need for increased revenues because of "the large sums it will cost to establish and maintain our defence on an adequate scale, but we are not prepared to have the bulk of these costs shouldered by one section of the public, and the section least able to pay." The Congress also asked for reduced taxes on tobacco and its products.

National Labour Code

While there were some features of the Industrial Relations and Disputes Investigation Act which were "not entirely satisfactory," the Congress urged the Government "to obtain an immediate amendment of the British North America Act which will make the provisions of the Federal Labour Code applicable in all parts of the country."

The Congress also asked that the Act's provisions be extended to cover civil servants and municipal employees. In making this request, the TLC asked that civil servants be permitted to choose a bargaining agent, obtain certification, and conclude collective agreements. Mr. Bengough spoke of working conditions and wages at the Government Printing Bureau, and said that the Government should be a model employer and lead the way for private employers.

The brief also suggested that "the check-off of union dues should become mandatory upon the employer," and that the Act be amended to require "an employer or employers to bargain collectively with a group of associated unions representing the employees."

Injunctions in Labour Disputes

The Congress registered a strong protest against the use of injunctions prohibiting picketing at strikes. Citing several instances of what the TLC considered unjust use of injunctions, the brief asked "for the enactment of legislation barring the use of injunctions in labour disputes before all those involved have had an opportunity of appearing before the judge and stating their case."

Immigration

The Congress said that it was "wholly opposed to any large scale immigration scheme," but that it felt "Canada can continue to welcome new citizens." Opposition to large scale immigration was based on the belief that neither sufficient employment or housing were available. There were sufficient jobs and housing for "a considerable number" of immigrants each year. The Congress suggested that immigration policy be placed under the Department of Labour, and administration under a commission representing labour, management and the Government.

The Government was asked to tighten security regulations as a precaution against those "who wholeheartedly oppose and despise democracy and our way of life."

Government Employees

In addition to other suggestions on civil service employees (see above), the Congress said that it did not approve of the action of increasing hours of work. The brief also noted delays in salary adjustments, and hours of work at the Government Printing Bureau.

Education

The Congress said it realized education was a matter of provincial jurisdiction, but "it is the opinion of this Congress that the Government of Canada should accept more

responsibility in this field. We urge your Government to make financial aid available to education in all provinces." In addition, the Congress asked for wider technical education, and financial assistance to universities, particularly for work in the social science field.

Other Recommendations

Among the other requests made by the TLC were the following:—

Establishment of a board or commission, to act in co-operation with the Secretary of State, to promote and improve understanding between racial and religious groups;

Ratification of the United Nations Convention on Genocide;

Enactment of a Fair Employment Practices Act;

An intensified effort to develop Canada's natural resources, and to stimulate improvements in industrial processes;

The calling of public hearings "before any amendment or amending procedures are agreed to," with regard to the British North America Act;

Enactment of a Canadian Bill of Rights, incorporating "the fundamental freedoms as expressed in the United Nations Declaration of Human Rights;"

Amendment of the provisions in the Criminal Code dealing wtih sex crimes, to provide clinical and psychiatric care for such offenders, and establishment of "institutions of a hospital-jail type;"

Expansion of the activities of the Canadian Broadcasting Corporation in both radio and television (the Congress also asked that Parliament should retain its control over the Corporation; that greater emphasis be put on the use of Canadian talent; and that there be greater labour representation on the CBC directorate);

Establishment of a Canadian Coast Guard Service;

Reduction of the voting age from 21 to 18;

Restricting the award of Government contracts "to firms having current working agreements with regularly established unions," and use of union labels on Government printing and stationery.

Conclusion

In concluding its presentation, the Congress asked the Government's consideration of its requests. President Bengough expressed the thanks of the Trades and Labour Congress to the Government, and its Department officials, for their co-operation and assistance during the year.

The brief emphasized again the necessity to combat Communism by maintaining a good Canadian standard of living:—

Communism provides an outlet for the frustrated. It appeals to the hungry, the ill-clothed, the poorly-housed, and the misfits. It appeals to the prejudiced, the ignorant, and the depressed. It also appeals to the educated, the ambitious, and the highly-trained when these too are without security and opportunity. We conscientiously believe that social and economic security can be achieved without interference with the exercise of personal freedom and civil liberty, and that opportunities can be opened up for all to use their abilities and skills to the maximum. All Canadians, able and willing to work, have a right to expect employment with an income that will enable them to maintain a good and comfortable home and a decent standard of living for themselves and their families, free from the fear of want for the whole of their lives, with efficient treatment during illness, and a pension commensurate with Canadian standards in old age.

These requests are being made at a critical time. It is a time for calm, clear thinking, and deliberate, well-considered action.

We earnestly hope that our requests will have the approval of your Government and be included in the legislation passed by Parliament at this Session.

Government's Reply

The delegation was received by the Rt. Hon. Louis St. Laurent, Prime Minister, and the following members of the Cabinet: Hon. Milton F. Gregg, Minister of Labour; Rt. Hon. C. D. Howe, Minister of Trade and Commerce, and Minister of Defence Production; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. D. C. Abbott, Minister of Finance; Hon. J. J. McCann, Minister of Revenue; Hon. Stuart Garson, Minister of Justice; Hon. Robert Winters, Minister of Resources Development; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. E. Rinfret, Postmaster General; Hon. George Prudham, Minister of Mines and Technical Surveys; and Mr. Paul E. Coté, Parliamentary Assistant to the Minister of Labour.

In replying to the brief as a whole, Prime Minister, Rt. Hon. Louis St. Laurent said: "I can assure you that we appreciate the spirit in which these recommendations have been made." He said that it was obvious from the brief that it was not presented from self-interest; but as a thoughtful expression of opinion on the working of the economy as a whole; and that Canada was fortunate to have such a group taking a broad rational view of the nation's economy. No broad minded Canadian could do other than feel that these recommendations were made for the good of the country, he said.

Speaking on the matter of taxation, the Prime Minister drew the Congress' attention to the fact that the Government did

not have any money of its own, but that it had to use funds given to it by the people in the form of taxes.

He stressed the necessity of taking into account the present international situation, and said "there is nothing we can do but take our share under the North Atlantic Treaty Organization." The people of all twelve NATO countries will have to bear burdens. "We hope that our preparations will prohibit another war", he said, but he felt certain that if another war came we would win it as we had done the last one.

Labour, the Prime Minister said, realizes better than any other segment of the population what the cost of war is in lives, and disrupted human habits. He said that Canada and Canadians looked upon another war with horror. "Nothing should be left undone to make our joint strength as impressive as possible," Mr. St. Laurent said. In the world conflict between democracy and Communism, "we've got to maintain the feeling that democratic government is good government." Because of this "we cannot afford to undertake at this time, anything which might fail," he said.

Mr. St. Laurent said that when the recent figures on the cost of living were released, he, and the Cabinet, had been very concerned. He had found that the percentage increase to retailers was lower than that to the primary producers.

He stressed his belief that the prices which had increased the most were those affected by international trade. There were many factors to be considered, he said. Labour had been successful in getting the 40-hour week; but it was necessary to remember that the primary producer had to work much longer. On the average, he felt that farmers were not getting more than their fair share of the national income. He knew, he said, that labour's objective was equality for all before the laws of the country.

On the subject of controls, he said that if the Government felt that controls could be made to work, "we would not hesitate", but there must be no "shadow boxing". In this regard, he pointed out that controls had been successful during the last war, and that one of the results of this success was that once controls were lifted an increase in prices resulted.

Turning to health insurance and medical care, he pointed out that the number of hospital beds and trained personnel had increased; but as in the matter of housing, no serious inroads had been made into the backlog. However, it was still a fact that no hospital in Canada today has any space to spare, he said. The Government could not, therefore, undertake to give a contract to the taxpayer promising care, when the facilities to provide this care were lacking. However, he felt that progress had been made "fairly well."

On a per capita basis we have done as well in housing as any country in the world, he said. However, "this was not good enough." One of the causes of the shortage has been that in recent years, a greater proportion of the population has been in a better financial position to build homes.

The Government desired to keep the interest rate on borrowing to build houses as low as possible for those who want to build. Because of the shortage in building materials and labour, the Government had recently increased this rate as a warning of the shortages, so that too many would not undertake building, and find themselves unable to finish their homes.

Adding to the housing problem was the need for housing servicemen, he said. We must provide adequate accommodation for the men we want, and are trying to get into the services.

All of these factors must be considered in any decisions the Government has to make. While labour might not agree with the Government's view, the Prime Minister said he felt certain that they realized that there were many factors to be considered. The Government, he said, would like to accord its sincere thanks to labour for its co-operation whenever asked. Co-operation was as necessary within the country as in our external relations, he said.

Mr. St. Laurent said that he could give "no rash expectations" as to how far the government could go in granting the requests presented to it. He assured Mr. Bengough that the requests would receive careful consideration. The Government, he said, would do its best to justify and maintain the confidence of the people in democratic government.

Mr. Gregg

Mr. Gregg thanked Mr. Bengough for his expression of good wishes on his birthday. His Department would study very carefully those proposals and recommendations relating to its jurisdiction. He reminded the representatives, however, that there were ten other governments to be considered in many of the decisions which might have to be made.

Canadian Congress of Labour

The Annual Memorandum of the Canadian Congress of Labour was presented to the Government on April 11 by a large delegation headed by President A. R. Mosher and Secretary-Treasurer Pat Conroy.

Welcoming the delegates from the CCL to the meeting, the Prime Minister, Rt. Hon. Louis S. St. Laurent, said that he knew from past experience that the representations made to the Government were the expression of honest opinion, objectively presented.

In reply, Mr. Mosher admitted that he did not anticipate that the Government would immediately do everything the Congress asked. He strongly emphasized, however, that there was a great sense of "futility and frustration" on the part of the people because of the Government's failure to introduce price controls and curb the cost of living.

Mr. Conroy then read the Memorandum.

The Congress presentation began by stressing the critical nature of the present world situation. It urged the need for a social and economic program designed to counteract the challenge of Communism.

"The Congress has always felt," the Memorandum stated, "that the welfare and progress of the nation were bound up with the well-being and advancement of other countries." The brief described the measures taken by the Congress to support the International Confederation of Free Trade Unions, which recently initiated a program to train labour leaders in South-East Asia, for the purpose of encouraging the development of free trade unions and the raising of living standards. The Congress was raising a fund to support this program.

The Memorandum "noted with deep interest that the Canadian Government, through the Colombo Conference and the decision to contribute $25,000,000 toward the carrying out of the Colombo Plan, has shown that it realizes how vitally the decisions and attitudes of the countries of South-East Asia may affect the future of the world." It called attention to the "Declaration of a Positive Economic Philosophy" adopted by the Congress at its last Convention (L.G., Nov., 1950, p. 1814), which had advocated better living standards for Asiatics.

"The Congress commends the Government for the steps it has taken along these lines," the brief continued, "but we are strongly of the opinion that vastly more must be done if our efforts to stop the spread of Communism throughout the world are to be effective." (Mr. Conroy interrupted his reading of the Memorandum at this point to state that in the view of the Executive Council of the Congress the grant of $25,000,000 to the Colombo Plan was not enough, and that it reflected a "lack of appreciation of the seriousness of the situation in that part of the world." It was felt that Canada's stature demanded a "more liberal grant.")

"We do not suggest for one moment that the Government is not fully cognizant of the activities of Communism and its world-wide ramifications," the brief went on. "We are at war with Communist forces in Korea, and our participation in the work of the United Nations has been outstanding and effective in many respects. In the field of international affairs generally, our nation has been given great opportunities for service, and has won the confidence of the other nations to a degree which is highly commendable.

"Our Congress feels, however, that there has not yet been shown, either in the domestic or the international field, a willingness to take adequate steps to relieve conditions which prepare the minds of great masses of the people to accept the false assurances of the Communist philosophy. Canada is one of the most highly productive nations of the world, as a result of her natural resources, skilled labour, and mastery of modern technical processes. In the circumstances, Canada cannot refuse to accept her full share of responsibility for helping those nations whose people are chronically undernourished and periodically ravaged by disease and famine. India, at the moment, is a conspicuous example. . . . It is always gratifying to be generous, but our generosity now may be the best means of preserving the democratic way of life and the institutions which we cherish."

The brief then turned to domestic matters, and urged the necessity of "doing whatever is possible to remedy conditions at home which are causing frustration and despair in the hearts of the Canadian people. If they are to participate fully in the fight against Communism, there must be a social and economic program at home which will give them something worth defending with their lives."

Economic Controls

One of the most important of the domestic matters demanding Government action, the Memorandum stated, is price control. The brief recalled that a joint

delegation representing the major sections of the Canadian labour movement had presented detailed arguments for the reinstitution of price control.

However, the brief continued, "in spite of the urgency of the situation, and the fact that the Government has obtained full authority from Parliament to take whatever steps are necessary to control prices and rents, it has shown an unwillingness to act in this matter, which it is almost impossible to understand. In many instances, prices have been deliberately raised in anticipation of action by the Government, without any other excuse or justification, and we have no alternative but to express very deep disappointment with regard to the failure of the Government to maintain price and rent control, in the first place, and to re-impose it long before the present serious inflation had occurred.

"Instead of adopting price control, the Government has imposed restrictions on credit and similar measures. The Congress believes not only that these are wholly inadequate for the purpose intended, but that they constitute a form of discrimination. The requirement of higher down payments and a shorter financing period on the purchase of automobiles hits hardest at buyers with small incomes and no appreciable cash reserves, and has the effect of forcing low-income buyers out of the automobile market.

"Credit controls mean rationing according to wealth rather than according to need. For many thousands of workers an automobile is a necessary means of transportation and not a luxury. The same observation might be made with regard to the requirement of a larger cash payment by buyers of homes. This prevents low-income workers from purchasing homes while those who are well-to-do have little or no difficulty in doing so."

Housing

Declaring that the lack of homes left people "rootless and frustrated," and that housing was "one factor in the battle against Communism," the Congress therefore reiterated its demand that the Government "undertake a program which will provide properly-constructed homes, that may be purchased on reasonable terms by lower-income groups, and that the financing as well as the construction of homes be carried on by the Government rather than by profit-seeking corporations.

"In other words," the brief said, "we believe that the provision of homes for the Canadian people should not be used as a means of private exploitation, but be carried on as a Government undertaking on a non-profit basis."

National Labour Code

On the subject of labour relations legislation, the brief said as follows:—

"The Congress again urges the establishment of a National Labour Relations Act which will ensure uniform labour practices throughout Canada. At the present time, every province has its own code, with wide differences in terms, interpretation, and enforcement. The scope of the present federal legislation is very limited, and, in a number of industries of national scope, the unions are required to deal with each province separately. Among the specific provisions which should be included in a National Labour Code are: the outlawing of company unions; the voluntary check-off; the removal of the provisions that employers may have certification revoked, and effective procedure for legal action against employers charged with unfair labour practices."

Unemployment Insurance

The Memorandum recalled that a year earlier the Congress had objected to an amendment to the Unemployment Insurance Commission power to make regulations concerning married women.

"What the Congress feared at that time has happened," the brief asserted, "and a very rigid regulation was adopted by the Commission, leaving little or no room for consideration of mitigating circumstances. The Congress believes that this section of the Act should be eliminated, as it is discriminatory in character, and, in any event, is regarded as unnecessary."

Among other amendments to the Act which the Congress strongly urged were: increase in benefit payments to workers with or without dependents, without increase in the contribution rate; the extension of coverage to employees of hospitals and charitable institutions and other classes of workers still excluded; complete elimination of non-compensable days; the reduction of the waiting period to at most three days, or its complete elimination, and the payment of benefits for workers laid off without pay during a plant shutdown for vacation purposes.

The Congress further believed that the seasonal regulations should be eliminated; that supplementary benefits should be available throughout the year at not less than the present normal benefit rates, and that they should be paid out of the Consolidated Revenue Fund. The Unem-

ployment Insurance Act should also, in the opinion of the Congress, be extended to provide insurance against disability through illness.

Representation on Government Bodies

"The Congress recognizes," the brief said, "that in the establishment of the National Advisory Council on Manpower, provision was made for the representation of labour, and that labour is also represented on a number of other advisory councils, as well as the Canada Labour Relations Board. However, during the last war, labour was not represented on various bodies dealing with war production, or on the Wartime Prices and Trade Board. The Congress strongly urges that the Government adopt as a uniform policy the appointment of labour representatives on all government bodies in which it has a direct interest, with the exception of technical matters within the sphere of national defence."

(Interrupting his reading of the Memorandum, Mr. Conroy drew the Cabinet's attention to the difficulties the problem of labour representation had been causing in the United States, and said that it was not good for labour to have a "purely nominal representation" in the defence effort, since this would lead to a feeling that business was running the program and that labour was being left out.)

Old Age Pensions

The Congress commended the Government for the enquiry which was made last year into the question of old age pensions and for the amendment of the British North America Act on this subject which it has proposed to the provinces. It was disappointed, however, that the Parliamentary Committee recommended "what must be regarded as a wholly inadequate provision for those who must depend upon old age pensions for their livelihood.

"While the Congress feels that elimination of the means test for pensioners of 70 years or over was a step in the right direction, it strongly urges that the means test be abolished, and that old age pensions of $60 per month be payable at the age of 65. The Congress is also of the opinion that there should be no further delay in the provision of adequate old age pensions, since social security is a vital factor in the maintenance of democracy."

Right of Government Employees to Organize

Referring to the fact that Government employees are specifically excluded from the provisions of the Industrial Relations and Disputes Investigation Act, the brief said: "The Congress cannot find any adequate justification for the discrimination practised against civil servants. It sees no reason why they should not be permitted to organize into trade unions and to bargain collectively through representatives of their own choosing in the same manner as the employees of industrial or other enterprises. The Congress, therefore, strongly urges that civil servants be brought within the scope of the Industrial Relations and Disputes Investigation Act, and given the rights and privileges provided therein."

Mr. Conroy said that the Congress was particularly concerned with the rights of employees of Government arsenals in Ontario and Quebec.

Other Recommendations

The Memorandum expressed the view that the arbitrator in last year's railway dispute should have treated hotel and water transport employees on the same basis as the other workers involved in the strike.

It asserted that "the impression given by the Prime Minister in the House of Commons debate on the railway strike was that all employees would be treated on an equal basis." It asked that the Government "take whatever action may be necessary to remedy what the railway employees believe was a discriminatory decision on the part of the arbitrator."

Dealing with the western coal industry, the brief urged its developemnt "by means of the same type of assistance as is being provided under the Maritime Coal Producers' Assistance Act, and the maintenance of preferred rates, which would permit Western coal to meet competition in Ontario."

The Memorandum also made the following recommendations:—

> That no amendment be sought to the British North America Act giving the provinces powers of indirect taxation;
>
> Adoption by Parliament of a declaration of human rights pending a constitutional amendment that would permit adoption of a federal Bill of Rights;
>
> Extension of the CBC's radio programs dealing with the problems of organized labour and the encouragement of racial tolerance (the CBC was commended for its "fine public service," and opposition was expressed to "the campaign which is being carried on by private interests in the endeavour to undermine the Corporation");
>
> The appointment by the Government of a committee to study the question of the employment of workers over forty years of age, and to make recommendations upon which legislation might be based;

Legislation to provide that all statutory holidays, apart from Good Friday, Christmas and New Year's Day, be observed on Mondays;

A national health insurance scheme, which would provide free medical, surgical, optical, dental and hospital treatment for all Canadian citizens;

The assumption of administrative and financial responsibility for preventing the recurrence of floods in the Red River Valley;

Substantial grants to the provinces for educational purposes, with a view to establishing and maintaining adequate educational standards in all parts of Canada;

The establishment of a Dominion Standards Division, with authority to enforce a minimum standard of quality in clothing and consumer goods, and a uniform system of size and description of clothing;

Legislation to prevent the use of injunctions in labour disputes;

The establishment of a national minimum wage of 85 cents per hour, and a maximum work week of forty hours;

Endorsation by the Government of the adoption of a World-Calendar;

The amendment of the British North America Act, in order to bring all matters of common interest to the Canadian people and of national importance and character within the jurisdiction of the Federal Government;

The revision of the cost-of-living index so that it will present a true picture of the present cost of living in Canada;

The establishment of an immigration policy which will protect the standard of living of Canadian workers as well as that of immigrants, but which will not permit the immigration of advocates of either Fascism or Communism;

The ratification of the United Nations Convention on Genocide, making the mass-murder of religious or racial groups a crime punishable under international law;

The construction of the St. Lawrence Waterway.

Trucking Concerns

Following the presentation of the Memorandum, Mr. Mosher spoke briefly, registering a protest against a report that the Government was considering allowing American trucking concerns to ship through Canada in bond, a privilege now allowed only to the railroads. Declaring that this would injure the transport workers represented by the Congress, he strongly urged the Government to reconsider this move if it were contemplated.

Government's Reply

The Congress delegation was received by the Prime Minister, Rt. Hon. Louis S. St. Laurent, and the following Cabinet Ministers: Hon. Milton F. Gregg, Minister of Labour; Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Rt. Hon. James Gardiner, Minister of Agriculture; Hon. Alphonse Fournier, Minister of Public Works; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Minister of National Health and Welfare; Hon. D. C. Abbott, Minister of Finance and Receiver General; Hon. James J. McCann, Minister of National Revenue; Hon. Lester B. Pearson, Secretary of State for External Affairs; Hon. Stuart Garson, Minister of Justice and Attorney General; Hon. Robert Winters, Minister of Resources and Development; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. G. E. Rinfret, Postmaster General; Hon. Walter Harris, Minister of Citizenship and Immigration. Also in attendance were the Parliamentary Assistant to the Minister of Labour, Mr. Paul E. Coté, and the Chairman of the House of Commons Committee on Industrial Relations, Mr. A. F. Macdonald.

Replying to the presentation of the Congress, the Prime Minister complimented the delegation on the broad outlook it had displayed.

He said that he was impressed by the first paragraphs of the brief dealing with the international aspect of Canada's affairs, and by the Congress' appreciation of the needs of South-East Asia. Emphasizing the importance of maintaining good relations with the people in this part of the world, he paid tribute to their much older civilizations. Much was to be gained by interchange of ideas with the people of these countries; and Canada and other Western powers could contribute technical knowledge and skills in aiding them to develop their industry. He emphasized the "indisputable right" of Asian peoples to manage their own affairs, but stressed also the danger of Communist attempts to pervert the aspirations of these peoples to their own ends.

Returning to the observations of the CCL regarding Canada's contribution to the Colombo Plan, Mr. St. Laurent pointed out that what 13 or 14 million people could do to aid hundreds of millions was relatively small. Declaring that the Government was alive to the necessity of maintaining good relations, he said that it was "a good example for the world to see that the labour unions of Canada are so much concerned with the good of their fellow human beings in other lands."

At present, he continued, our primary concern is to prevent another world war. We must build up our strength so that it "would not be good business for any aggressor" to attack us. Our objective in arming is not to prepare for World War III, he emphasized, but to prevent it if possible. Each of the nations in NATO is doing everything to build up its strength. Therefore it is necessary for us to give "a

very large proportion of our annual production to build up that strength." Our war expenditures in the next year will be twice what they were last, he said. Because of this, "we must forego a lot we would like to do in raising our own and other living standards."

Referring to Mr. Mosher's remarks at the beginning of the interview regarding the price situation, Mr. St. Laurent said that the Government had similar feelings regarding cost-of-living rises.

Regarding the possibility of Government controls, he pointed out that during the last war, despite the "patriotic fervour" in the country at the time, it took a large staff, costing some $18 million a year to make controls work. Subsidies had added another $200 million a year. At the present time a similar program would cost $400 million, he declared. This equalled the amount Mr. Abbott had had to budget for to carry out the defence program.

The Prime Minister stressed the importance of maintaining the confidence of the people in our present form of government, and asserted the reluctance of the Cabinet to promise to do something which would not work in a situation short of an all-out shooting war.

Turning to the Congress representatives on housing, the Prime Minister agreed that the need was great, but called attention to the requirements of the defence program. We must provide "reasonably comfortable quarters" for men coming into the services, he said. Defence would therefore have to take first priority over everything else; but housing was "second only to the defence effort". He referred to the new ruling on depreciation allowances contained in the budget as an example of one of the measures designed to limit competition for scarce building materials.

Referring to the section in the brief dealing with the railway strike, Mr. St. Laurent said that in his speech during the special session of Parliament he had not intended to convey the meaning attributed to him regarding hotel and water transport employees. All employees had been treated alike in that all the matters in dispute had been referred to the arbitrator. If in his award he had made a mistake, no one could feel that it was other than an honest mistake.

The recommendations of the Congress regarding the operation of the Unemployment Insurance Act would be referred to the Department of Labour, Mr. St. Laurent said, which would study how far it was possible to meet the recommendations and still keep the unemployment insurance fund as an element of social security.

The Prime Minister then replied to the section of the brief dealing with the right of government employees to organize. He made it clear that civil servants were entitled to join unions, but said that they could not bargain on the same basis as a union bargains with an employer who makes his revenue out of the work of his employees. The money to pay civil servants is voted by Parliament, and comes from the taxpayers.

He continued: "We want civil servants to enjoy as good working conditions as are enjoyed by workers throughout the nation." He said that they should be treated fairly, but that since they were paid by the taxpayers they should not have a preferred position.

Before the Civil Service Commission had been set up, there had been too much political influence in the Service. While the present system existed, collective bargaining procedures were not appropriate.

In concluding his remarks, the Prime Minister assured the delegation that all the recommendations of the Congress would receive careful consideration in the appropriate departments of government.

Mr. A. R. Mosher

Mr. Mosher repeated his belief that price controls should be introduced. He felt certain, he said, that if a plebiscite were taken now, the majority of the people would be in favour of such action.

Referring to the Prime Minister's calculation that it would cost $400 million to successfully launch price controls, he said the failure to impose these controls had cost several times that amount. He suggested that if some of the millions of dollars in profits now enjoyed by business were cut off, the cost of living would be lowered.

With reference to the railway dispute, he protested the difference in treatment accorded the rail workers and the hotel employees in the final settlement. The hotel workers were split from the economic strength of the other employees in the union because of the settlement, he said.

Mr. Pat Conroy

Stating that we are facing a "ten times bigger enemy" than in the last war, Mr. Conroy urged the Government to take action to convince the Canadian people that we are meeting our problems at home. "Let us have a positive program," he declared, indicating that this would eliminate the need for prodding to get men for the services.

Canadian and Catholic Confederation of Labour

On April 12 the Canadian and Catholic Confederation of Labour presented its annual legislative Memorandum to the Federal Government. The delegation, composed of about 30 members, was headed by Mr. Gérard Picard, President of the CCCL, and Mr. Jean Marchand, Secretary-General, who read the text of the Memorandum after its presentation by Mr. Picard.

The Prime Minister, the Rt. Hon. Louis St. Laurent, who replied to the delegation on behalf of the Government, was accompanied by the following members of the Cabinet: Hon. James J. McCann, Minister of National Revenue; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Brooke Claxton, Minister of National Defence; Hon. Paul Martin, Minister of National Health and Welfare; Hon. Douglas Abbott, Minister of Finance and Receiver General; Hon. Alphonse Fournier, Minister of Public Works; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart Garson, Minister of Justice and Solicitor General; Hon. Edouard Rinfret, Postmaster General; Hon. Robert Mayhew, Minister of Fisheries; and Hon. Lester Pearson, Secretary of State for External Affairs.

Also in attendance were: Mr. Paul Emile Côté, Parliamentary Assistant to the Minister of Labour; Mr. Jean Lesage, Parliamentary Assistant to the Minister of Veterans Affairs; and Mr. Albert MacDonald, Chairman of the Parliamentary Committee on Industrial Relations.

The CCCL president, when presenting the Memorandum, expressed the thanks of his organization to the Minister of Labour and his officers, and the Parliamentary Secretary, Mr. Paul Emile Côté, for their co-operation.

Principal requests contained in the Memorandum included: immediate institution of price control and the setting up of a special tribunal (on which organized labour would be represented), with full power to decide upon any future increases in prices and to reduce any prices unjustifiably increased; modification of the recent policy on housing; substitution of compulsory savings for indirect taxation; revision of Government policy on old age pensions; granting of the right of association and of collective bargaining to Federal civil servants, Government Printing Bureau, and Arsenal employees; revocation of the recent amendments to the Unemployment Insurance Act affecting married women.

Other requests called for the appointment of a diplomatic representative to the Vatican; adoption of a distinctive Canadian flag; support of the UNO in whatever steps it might take to restore religious liberty in those countries in which it has been suppressed; adoption of the universal calendar prepared by the World Calendar Association.

The Confederation re-stated its opposition to compulsory military training in time of peace.

The Federal Budget

Before the reading of the Memorandum, the CCCL president, Mr. Gérard Picard, expressed the views of the Confederation on the Federal Budget presented to parliament two days previously.

The Canadian and Catholic Confederation of Labour, Mr. Picard said, recognizes in principle the fact that the Government is obliged to impose taxes; that this is one of the objects of the Budget. "The second objective of the budget is to reduce inflationary tendencies, and on this point," he declared, "the CCCL does not agree with the Finance Minister's views. If taxes are necessary to reduce purchasing power, the Government should have recourse to compulsory savings rather than indirect taxation, so that their money may later be returned to the taxpayers. Siphoning purchasing power does not fulfil its purpose and will not establish a balance between wages and prices."

The workers have already been hard hit, Mr. Picard said: first, "by the increase in personal income tax, about which we are not complaining too much; by the increase in the sales tax, and we do protest against that since families with relatively lower incomes are hit harder; and third, by taxing kitchen appliances which although formerly considered as luxuries are now a necessity." In the case of a married woman not gainfully employed, he added, the family income should be considered as having been earned equally by husband and wife, and both should have the option of making separate income tax returns.

Mr. Picard concluded by thanking the Government for its action in exempting union dues from income tax.

Canada and the International Situation

The spread of Communism in the world creates a serious problem for the free and democratic nations, the Memorandum

observed, denying spiritual values and belittling the human being, and Christianity must take up the fight. War begets Communism, it continued, and it is useless to dream of peace as long as the causes of war—poverty, distress, insecurity and unequal distribution of wealth—are not seriously and resolutely attacked. "Our first and principal task is to bring about in our country a social order based on justice. In this way we will do more for peace than the strongest armies in the world."

In taking this view, it was explained, the CCCL does not exclude the possibility of aggression on the part of belligerent nations, "against which we must protect ourselves. It realizes that the United Nations must organize to prevent acts of international brigandism which violate the liberty of the people." However, the Confederation urged caution on the part of those who have assumed the mission of putting an end to the reign of force, to resist the use of force themselves, which might result in jeopardizing the cause of peace, and requested the Government to "prudently limit itself to its present international agreements."

National Registration

The Memorandum referred to "rumours circulating" to the effect that the Federal Government may decide in the near future to proceed with a national registration. "The CCCL cannot, at the present time, see any valid reason justifying such a step," it stated, and asserted "the opinion that if national registration and the census are talked about as being one and the same thing, it might seriously harm the taking of the census." The Memorandum suggested that the Government should make known immediately its attitude in this regard in order to avoid any misunderstanding.

Price Control

Regret was expressed that the Government has not yet acceded to the request of the three principal labour organizations in Canada for price control. "There is no longer anything to stop the march of inflation towards economic ruin," the Memorandum declared, "and the first victims are those with small salaries, who see their purchasing power diminishing from day to day. The gains they have made over the last few years are being ruthlessly wiped out."

The Confederation called for the establishment of price control, taking as a basis for determining prices the month of January, 1951. It suggested the setting up of a public tribunal, on which labour unions would be represented, which would have authority to decide on any future increases in prices and to reduce any prices "abusively" increased. "The absence of trade union representation on the War-time Prices and Trade Board was a serious error which should not be repeated," it stated.

Income Tax

While recognizing that the Federal Government must be assured of adequate revenue, the CCCL believed that by making some slight changes in the application of income tax the Government could maintain its revenue and at the same time ease the burden on wage-earners in the lower taxation brackets. It was of the opinion "exempting capital profits from taxation is an injustice to the workers and an encouragement to evasion," and suggested that the Government could recover "by more appropriate taxation of profits" the revenue it would lose by an increase in individual exemptions.

The Confederation proposed that the individual exemption from income tax should be raised to $1,500 for single persons and $3,000 for married persons, plus an allowance in the latter case of $400 for each dependent.

In order to reduce the burden on heads of families, the Memorandum suggested that taxable family income be considered for income tax purposes as having been earned equally by the husband and the wife, and that returns be made as though they were single persons, so that each might "benefit by the exemptions provided for the latter class;" the father's right to exemptions for dependents to continue. It was further proposed that married persons affected by this suggestion should have the privilege of electing to be taxed under either the present method or the one proposed.

Finally, in this connection, it was suggested that a ten per cent deduction from income be allowed for charitable donations, without the necessity of producing receipts.

Canadian Diplomatic Representation at the Vatican

The Confederation again urged the appointment of a diplomatic representative to the Vatican.

Housing

Regret was expressed over the action of the Federal Government in making more severe the regulations governing loans

on construction of dwellings, and in abolishing the additional loan granted since September, 1949. The Confederation was particularly disappointed, the Memorandum added, as it was preparing to ask the Federal Government to co-operate with the provinces and the municipalities "to reduce the initial payment necessary in order to benefit by existing legislation, so that it would no longer act as an obstacle." It was hoped that the Federal Government would see fit to change its policy on housing and view the construction of family dwellings as "necessary to the maintenance of social equilibrium."

The CCCL proposed that (1) the public authorities allow the future owner a contribution of $1,200 for loans not exceeding $6,000, and a contribution of $800 for loans over $6,000 but not exceeding $10,000; (2) 25 per cent of the contribution to be paid by the municipalities, 37½ per cent by the Federal Government, and 37½ per cent by the provincial government.

The CCCL announced its intention of submitting a special memorandum on the question of housing.

Old Age Retirement Pensions

The Confederation expressed gratification that consideration is being given to improving the lot of old people and those on retirement. It stated, however, that it was "not prepared to accept the conclusions of the Joint Committee of the Senate and the House of Commons on this question."

The Memorandum referred to the three-way pension plan adopted at the last annual convention of the CCCL held at Sherbrooke, September, 1950 (L.G., Nov., 1950, p. 1827, and March, 1951, p. 328), and to the brief submitted to the Joint Committee. The plan, as briefly outlined in the Memorandum, includes:—

1. A monthly pension of $50 for women at age 60 and for men at 65, under a universal or general old age pension plan, the cost of which would be paid three-fifths by the Federal Government and two-fifths by the provinces;

2. The setting of a reasonable period of residence in Canada for admission to pension;

3. Abolition of the means test;

4. Establishment of contributory insurance, with a reserve fund, in favour of wage-earners, with a view to a monthly $50 pension at age 60 for women and 65 for men. The wage-earner to pay two per cent of his earnings to the reserve fund; the employer to pay the necessary balance to insure solvency of the fund; and the Governments to assume the administration costs and make up deficits;

5. Safeguarding collective schemes for retirement pensions now in existence, and leaving the etsablishment of other plans, complementary to the schemes suggested above, to collective bargaining;

6. Setting-up of suitable organizations to supervise the application of the law and to ensure the payment of pensions to persons entitled to them.

Unemployment Insurance and Married Women

The Memorandum protested against the amendments to the Unemployment Insurance Act and the Regulations "which place married women in a special category as compared with other insured persons" and requested their revocation. They lay down the principle, the Memorandum stated, that a woman who works in insurable employment automatically loses her right to benefits from the fact of her marriage, unless she proves her desire to remain in the labour market by fulfilling certain exceptional conditions as prescribed by the Regulations. The reasons invoked to justify this principle, it stated further, are "based on statistics showing that a considerable number of women who get married say they are available for suitable employment when such is not the case." The Confederation emphatically declared that it cannot agree to "the disqualification in advance of a whole category of insured persons simply because it is more difficult to verify their good faith." Marriage, in itself should not constitute a sufficient reason for disqualification, it contended.

The Right of Association and Collective Bargaining

One of the great social gains made by the workers, the Memorandum stated, is the right to organize and to bargain collectively. "In Canada," it stated, "these rights are sanctioned not only by provincial legislation but also by Federal law." The CCCL regretted, however, that certain groups of wage-earners—Federal civil servants, employees of the Government Printing Bureau, and Arsenal employees—are deprived of this privilege, and requested the Federal Government "to correct this situation."

Labour Gazette

The Canadian Catholic Confederation of Labour concluded the Memorandum by extending congratulations to the French and English editors of the Labour Gazette on the "splendid work" which they are doing.

Wages Paid to Government Printing Bureau Employees

Following the presentation of the brief, Mr. Georges Aimé Gagnon, President of the Printing Trades Federation of Canada, called attention to the rate of wages paid to employees of the Government Printing Bureau at Ottawa. The Printing Bureau, Mr. Gagnon claimed, has become a competitor with private enterprise, but the wages paid to its employees are lower than the average wages paid in good printing-houses throughout the country.

The Prime Minister's Reply

In replying to the recommendations submitted in the Memorandum, the Prime Minister first referred to organized labour as "a great asset to the nation." He was happy to see, he said, that the unions do not ask for advantages for one class only, but for the general well-being of the people as a whole. "With all the good faith in the world, we cannot look at all our problems from the same angle. The unions put forward their point of view in good faith. In return, they should realize that the Governments are acting with the same good faith for the common good."

The Federal Budget

Referring to the Federal Budget, the Prime Minister said that the Government had tried to impose taxes only to the extent made necessary by the International situation. "It is unfortunate that such a large percentage of our people's income should be spent for defence purposes," Mr. St. Laurent said. "This is a necessity imposed upon Canada, as it is on the other nations, for our collective protection against the spread of Soviet Communism. There is reason to hope that this effort on the part of the twelve allied nations will succeed in preventing war."

The Prime Minister explained that the Minister of Finance in preparing the Budget had not set up any permanent system. "If the international situation gets worse," he said, "it will no doubt be necessary to carry a heavier load, but if it improves we hope the new burdens will be temporary."

Price Control

Replying to the request for the institution of price controls, Mr. St. Laurent said it was estimated that to administer price control and pay for the subsidies that would be necessary to make up the differences between the domestic and international markets, it would cost around $405,000,000 a year. This, he said, would mean doubling the additional taxes announced by the Minister of Finance in his Budget.

Canada exports, Mr. St. Laurent said, from a quarter to a third of her products, and her imports are in the same proportion, so that prices in a large section of the country's economy depend on international fluctuations and not on domestic conditions.

Price control, the Prime Minister added, has been tried in other countries—the United States is one—without success. The Government will not take any steps to set up a system of control until it is absolutely certain that it has some chance of making a success of it.

Mr. St. Laurent said he was not convinced that the farmers are receiving too large a share of the national income. While they are getting better prices than they did ten years ago, he pointed out, "this improvement is in proportion to the improvement for other classes, and nobody wants to take it away from them."

With regard to the sales tax, Mr. St. Laurent said that calculations, to which the Minister of Finance referred in his Budget, show that the impact of this tax on small incomes is insignificant. If a person spends $2,000, he specified, only about one-quarter of the amount will be subject to this tax.

Housing

The Prime Minister told the delegates that defence needs will result in delaying a great deal of construction work, especially the building of family dwellings, since a large percentage of labour and materials will be earmarked for defence purposes.

"We are delighted that the number of Canadian families has been increasing at the rate of 85,000 a year since 1945," Mr. St. Laurent said, "for a nation is not made up of individuals, but of family units. We want the largest possible number of families to own their own homes, because this is a guarantee against Communist ideas." Under present conditions, however, he said, it is necessary first to provide accommodation for our armed services. "That is why we have had to disappoint the people by warning them that it is unwise to start work now on dwellings which might never be finished because of lack of labour and materials."

Vatican Representation and National Flag

The Prime Minister said he hoped the aspirations of a large number of Canadians will be realized some day, but he felt that at the present time it is important to maintain national unity.

"It did our hearts good to see the reception accorded the President of France, for this was a proof of the unity which exists between the different groups in Canada. We have made a great deal of progress and we do not want to go too fast by opening up controversial subjects. There are still a great many people who, in all sincerity, have not yet realized that these things could be done without causing them any injustice. I am not defending their attitude, but we have to consider all the elements in our population. We can make more progress by preserving harmony than by asserting our rights and aspirations too categorically."

Unemployment Insurance and Married Women

In reply to the suggestions concerning the amendments made to the Unemployment Insurance Act and Regulations relating to the payment of benefit to married women, the Prime Minister pointed out that it was important to keep the Unemployment Insurance fund on a solid basis, but promised that the Confederation's recommendations would be given serious consideration.

Civil Servants and Arsenal and Printing Bureau Employees

Referring to the recommendations concerning the right of association and collective bargaining for civil servants, the Prime Minister pointed out that civil servants are in a special position since they come under the Civil Service Commission, and their salaries are voted by Parliament and paid directly out of the national revenue.

"A system of collective agreements for civil servants," Mr. St. Laurent stated, "is incompatible with their special status in the country. However, there is nothing to prevent them from having their own unions and associations and presenting recommendations to the Government."

Arsenal employees, according to the Prime Minister, have the same freedom of association; however, arsenal managements prefer to negotiate directly with their employees, he said.

In reply to the question brought up by Mr. Georges Aimé Gagnon, President of the Printing Trades Federation of Canada, concerning the rate of wages paid to employees of the Government Printing Bureau, the Prime Minister said the State should pay its employees not better salaries, but just as good. "We do not wish to create a privileged class with our civil servants," he observed. "Where printers are concerned, as well as other groups of civil servants, the Government is attaining its objective, which is to pay salaries and wages equal to the average salaries and wages paid in industry."

The Prime Minister promised that if the charge that wages paid at the Government Printing Bureau are not equal to the average wages paid by good employers should prove to be correct, the Government will take steps to remedy the situation.

Railway Transportation Brotherhoods

On April 12, the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, representing the Brotherhood of Railroad Trainmen, the Brotherhood of Locomotive Engineers, the Order of Railroad Telegraphers, the Brotherhood of Locomotive Firemen and Enginemen, the Order of Railway Conductors, and the Brotherhood of Maintenance of Way Employees, presented its annual brief to the Cabinet. The brief, was read by the Committee Secretary, J. B. Ward, in the absence of A. J. Kelly, Chairman of the Joint Committee.

The delegation was welcomed by the Prime Minister, the Rt. Hon. Louis St. Laurent, the Hon. Milton Gregg, Minister of Labour, and other Cabinet members.

In his welcome to the delegates, Mr. St. Laurent said that in presenting the views of its members to the Government, labour "would serve to increase the welfare of the nation generally." Labour's awareness to certain "fundamental truths" was a source of satisfaction to the Cabinet, he said.

Replying to Mr. St. Laurent's welcome, Mr. Ward conveyed Mr. Kelly's regrets that he was unable to attend the meeting and present the Committee's submission.

The Railway Act

Referring to its "comprehensive review and study" of this Act presented to the Royal Commission on Transportation (L.G., April, 1951, p. 444) the Committee said that it had not had sufficient time to make a thorough study of the provisions in the report, and asked the privilege of making representations later. The Government was asked to amend that section of the Act which provided that municipal authorities

could apply to the Board of Transport Commissioners to have warning signals restricted. As a precaution, the Brotherhoods asked that "no such approval shall be given unless proper manual or mechanical warning devices are provided for each crossing within the limits prescribed by the application."

Customs Act

The Committee requested that customs duties and taxes on block signals, and other safety devices manufactured in the United States be removed. The Minister of Transport was commended for his "active interest" in the matter of the installation of such devices.

National Transportation Policy

The Committee expressed the view "that the basic question of division of legislative competence and lack of co-operation between governments," were the main problems to be solved in providing a national transportation policy. The practical solution to the problem required consideration by all governments, the brief said. Government action in establishing the Royal Commission on Transportation was commended, and the Committee said "we trust the recommendations of the Commission will be helpful to all."

St. Lawrence Waterways

Noting "recent and anticipated developments" in the factors surrounding the proposed St. Lawrence Waterways project, the Brotherhoods reaffirmed their opposition to the proposal. Recognizing the increased need for steel, the Committee suggested that it would be more beneficial to the Canadian economy to utilize facilities and raw materials available in the Maritime provinces.

The brief said:—

> We regard the value of the proposed seaway to Canada as theoretical, its cost very real, its need very doubtful and its possible effect must be viewed with concern in so far as transportation is involved.

Old Age Security

The Government was commended for appointing the Joint Committee on Old Age Security (L.G., April, 1950, p. 428), "the report of which we believe merits favourable consideration by federal and provincial governments."

The Brotherhoods urged the Government to give "leadership and direction" to protect security, and noted the increased interest and support of the public in the establishment of a comprehensive program of social security.

Industrial Relations and Disputes Investigation Act

It was claimed that although the Act provided an interpretation of the term "employers' organization", there was no interpretation for like groupings of employees, and it was urged that this deficiency be corrected.

Railway-Highway Crossings

The brief recommended that "in the construction and relocation of highways necessary to the Trans-Canada Highway project, no new level crossings should be permitted where engineering possibilities permit constructing the highway under or over the railway." The Brotherhoods also acknowledged the increased appropriation to the Grade Crossing Fund.

Unemployment Insurance Act

The recommendation was made that the Act be amended so that employees of the National Harbours Board railways are not excepted from coverage under the Act's provisions. At present, these employees on attaining permanent status, are excepted from the Act, and forfeit all previous contributions, the brief said.

Education

The Government was urged to "recognize and accept a share of the responsibility for the education of our citizens and lend assistance where the need can be shown to be beyond the reasonable capacity of those on whom the burden now falls. The same reasons which prompt the support of measures to protect and improve health can be quite properly applied to education."

Income Tax

It was requested that exemptions of $1,500 be allowed for single persons, $3,000 for married persons and $500 for each dependent. Dependents would include all students, regardless of age.

Price and Rent Control

The Brotherhood's brief considered: "the matter of price control will become increasingly important," because of the international situation and Canada's obligations, and strongly requested the reimposition of controls. The brief re-stated the stand adopted by labour in the presentation to the Cabinet on February 20 (L.G., April, 1951, p. 448).

Immigration

The committee approved the Government's policy of "selective immigration" and "partial financial assistance" for transportation. The brief said:—

> It is our view that with our natural resources and the expansive areas of Canada, capable of production and yet unpopulated, we cannot deny a haven to selected immigrants who are in need of an opportunity to become useful citizens. In turn we believe that with proper selection, supervision and encouragement those whom we befriend will assist in improving our national economy. The application of this policy demands extreme care in selection and a provision for education in our languages and way of life. It should also provide appropriate action to deal with those found to be unworthy.

Housing

General satisfaction was expressed by the railwaymen for Government action in providing "shelter and homes to meet the unprecedented demand." However, it was suggested that future policy be aimed at giving assistance "toward building of the average-priced permanent homes." The Government was asked to control the allocation and price of construction materials to facilitate such a program.

Labour and Public Bodies

Appreciation was expressed for the Government's policy of placing labour representatives on public bodies, boards and commissions. It was urged that this policy be extended to include the Senate.

Other Recommendations

Approval was also given the Government's leadership in scientific medical research, and health services. The Committee re-affirmed previous approval of government control of radio broadcasting through the Canadian Broadcasting Corporation.

Government's Reply

The Prime Minister, and Mr. Howe, Minister of Defence Production, explained the Government's attitude toward price controls at the present time.

Mr. Howe stressed the relationship between living costs in Canada and prices in the countries with which Canada trades, particularly the United States.

"If price control in the United States is effective—and they are having a difficult time of it—we will be able to do it," Mr. Howe told the delegation.

"But we honestly do not believe we can make it work today until the United States stabilizes prices," he declared.

In replying to this statement, Mr. Ward said: "Every Canadian citizen is a shareholder in the country. Recently over one million of those shareholders had asked for price controls, and tens of thousands more felt the same way. Because of the lack of controls, there was a feeling of frustration. The new budget added to this frustration because it lowered the standard of living. People on fixed incomes could not retain their living standard, and pensioners and others were finding it increasingly harder. Referring to the successful operation of controls during the war, and labour's willing participation, he said that as a result Canada had come out of the war better off than any other country in the world. People now wondered why the same thing could not be done," he concluded.

MINISTER OF LABOUR SPEAKS ON CANADIAN MANPOWER

Manpower problems connected with the preparedness program were dealt with by the Hon. Milton F. Gregg, Minister of Labour, in an address to the Ninth Annual Personnel Conference, in Toronto on April 13. Dealing with the employment outlook, in the light of future labour requirements, Mr. Gregg discussed methods of obtaining the necessary labour with the requisite skills, and stressed the importance of bearing in mind the human aspects of manpower problems. The text of the speech follows.

The subject which has been assigned to me tonight—Canadian Manpower—is a large and many-sided one. It involves in one way or another over five million men and women, engaged in thousands of different jobs under greatly varying conditions from one end of the country to the other.

The one factor, however, which stands out in all our plans on manpower is that we are dealing with a human problem.

It is this fact which I am sure is paramount in most of your thoughts and actions as personnel people. It is also the aspect of manpower which has always been of greatest interest to me.

And you, as personnel men, do I know join with me in thinking of the men and women we group under the term "Manpower", as our fellow-Canadians in Canada's work.

With a consciousness of this deep mutuality of interest, I am pleased to be able to talk to you tonight about some of the more important features of our present manpower situation.

Employment Aspects of Preparedness

This question, as is true today of most other aspects of our national life, is brought into bold relief by a concern about the manpower needs of our defence industries and of our armed forces. These have first priority in all our minds.

All the manpower problems connected with preparedness have not been solved, however, when the defence industries have been manned and the armed forces have been brought to required strength. Canada is still one of the world's most important raw material producing countries.

Canadian production of base metals and foodstuffs for example is essential, not only to the manufacture of military equipment and supplies, but also to the living standards in Canada and elsewhere. If in meeting the labour needs of the armed services and the defence industries proper, we leave the primary industries short of manpower we will not have made our maximum contribution.

Nor will we be playing our full part, if we fail, through lack of manpower, to continue to develop our industrial capacity. In the steel processing industry, for example, a new investment program is underway, which is expected to increase Canadian ingot capacity by about 20 per cent. All such additions to the capital equipment of the country are of particular importance should we have ahead of us a long period of preparedness.

We have, therefore, four main tasks before us—to increase our armed forces, to man the defence industries, to keep sufficient workers in our essential primary industries, and to have enough manpower for those investment projects necessary for further development of our natural resources and industrial capacity.

Let me turn to a brief review of the current employment situation with these four tasks in mind.

The Current Employment Situation

At present, overall requirements and supplies of manpower in Canada are in fairly close balance for this time of the year when judged by previous peacetime experience.

In the Maritime Provinces and in British Columbia, as well as in some parts of Quebec, we have some surpluses. In other parts of Quebec, in Ontario and in the Prairie Provinces, on the other hand, some shortages of certain skilled workers are appearing, with a few places with temporary surpluses, e.g., Windsor.

According to reports from our National Employment Service offices, we have now passed the usual seasonal decline in employment. As we enter the spring season, we can expect a steady increase in job opportunities.

The number of applications for employment at local employment offices across Canada reached a peak of 304,000 early in February. By March 29, this figure was down to 290,000.

Most of those now seeking work are unskilled and semi-skilled men and women who have been released from their seasonal jobs in agriculture, forest, transportation, construction and services. A smaller group of the unemployed has come from seasonal manufacturing industries and some have been laid off because of shortages of materials.

Relatively few are qualified at the moment to meet the demand for skilled workers in the metal fabricating industries. Machinists, tool and die makers, welders, sheet metal workers, draughtsmen and engineers are the skills at the moment most needed.

This specialized demand for workers is an indication that some defence industries are in a preliminary tooling up stage. The now-expanding aircraft industry, for example, is assembling its staff of key skilled workers on whom the employment of large numbers of semi-skilled men depends.

At present, a large proportion of skilled machine shop tradesmen are employed by firms producing automobiles, electrical apparatus, and machinery. Consumer demand for automobiles and household appliances has been especially strong in the last few months, although this demand may be modified following the changes recently made in the federal sales tax on such items.

Anticipation of price rises and material shortages has also meant an increase in plant expansion and production. This has meant that the skilled personnel in many of these industries has been fully employed.

Additional Labour Requirements

It is difficult to anticipate in any precise manner what the employment picture will be during the coming months when the world situation is so uncertain. Some general observations can be made, however, on the basis of existing trends and commitments.

The upswing in seasonal industries, which has now commenced, will absorb a major portion of the people now looking for jobs. Over and above this, additional men and women will be needed for the armed forces and for the expanding defence preparedness program, especially for the manufacture of aircraft, electronic equipment, naval vessels and sea installations and the construction of Navy, Army and Air Force training facilities.

Not all phases of this expanding program will involve new jobs. To some extent, manpower needs will be met by an internal shift in production from civilian to defence goods. Industries such as shipbuilding with unused capacity, can increase production without adding to all types of staff. On the other hand, a considerable proportion of present defence preparedness activities represents additional production; and to this extent involves additional labour requirements.

The expansion of long-term industrial capacity complementary to direct defence production is also important and the demands for manpower from this source are increasing. Hydro-electric power projects, iron ore and base metal developments and the construction of steel, petroleum refining and pulp and paper plants are all heavy labour-using activities.

Credit restrictions on residential construction are easing the situation somewhat, but the continuing high level of contracts awarded indicates that requirements for construction workers are not likely to fall off.

Available Labour Supplies

Where, you might ask, are the needed additional workers to be found? Broadly speaking, there are five groups which are available: (1) The normal seasonal increase in the labour force; (2) Natural increase; (3) Immigration; (4) Reserves of manpower; and (5) Transfers from non-essential to essential activities.

In the first of these, there is always a large group of workers in Canada employed only during the summer months. This group, composed mainly of students, women and retired persons, has numbered during recent years somewhat around 350,000. These additional seasonal workers, together with many of those unemployed during the winter months, go a long way towards meeting the peak summer labour requirements each year.

The second additional source of labour which can be counted upon every year is the natural increase in the labour force, amounting to something over 50,000 young workers annually (in addition to the number lost by retirement). We can expect our labour force to have a net increase by at least this amount during the coming twelve months on this account.

Another important source, if present expectations are realized, will be immigration. It is anticipated that around 150,000 persons (approximately 70,000 workers) may come to Canada during 1951. This would be the largest annual movement of workers into Canada since the twenties. Allowance must be made, on the other hand, for annual emigration which has

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amounted to approximately 15,000 workers during recent years, mostly to the United States.

Judging by World War II experience, it is possible, should it become necessary, to enlarge the regular labour force still further by drawing upon some potential reserves of labour. In 1950, for example, it was estimated that 54 per cent of all men and women in Canada, of 14 years of age and over, were in the labour force.

At the peak of employment in World War II, in 1944, the corresponding figure was 61 per cent. The participation ratios are much higher for males than females but it was the employment of more women during the war years that was largely responsible for the high total participation ratio at that time.

There are, then, a considerable number of workers in the present population, some of whom have had industrial experience, who can be drawn into the labour force if the need arises. If we assumed the same rates of participation and allowed for a nominal amount of unemployment arising from the movement of workers from one job to another, the potential reserve at June, 1950 was about 235,000 men and 475,000 women.

That is not to say that this number of workers would be as ready to participate in the labour force today as they or others did in 1944. The present situation is not the same as it was then. At that time we were in a state of total war and there was a concerted campaign to draw all grades of skill into the labour force.

Moreover, more women now have family responsibilities than during the war years, as is shown by the continuing high birth rates of recent years. The present scarcity of technical personnel is also likely to encourage a larger proportion of younger persons to remain longer in school.

The transfer of workers from non-essential to essential production is another important potential source of labour. As credit restrictions limit further increases in the demand for many goods and as certain materials are diverted into essential industries, we may expect further limitations on the expansion of non-defence industries. In some plants, shortages of materials may cause layoffs, which will release workers for jobs in defence industries.

It is not always necessary for men to change jobs, however, in order to produce defence equipment and supplies. Firms making parts for automobiles, for example, will not need to change their staff to make similar parts for aircraft. But even though some reconversion like this may take place, a certain amount of dislocation is inevitable.

This is all the more likely because there is not the same assurance as in the war period that the slack production in non-defence plants will immediately be filled by a defence order. The highly specialized defence program is significant here. Certainly we might expect pockets of unemployment in some areas, along with heavy demand for workers in others.

Thus, there are several sources of manpower available if the need arises. But we are today in a much better position to anticipate and to assist in meeting various manpower problems than we were ten years ago.

Much of the administrative machinery which was developed during World War II to handle the tremendous problems of those years is still available. In addition, the effectiveness of many of the more important of these manpower programs and agencies has since been considerably increased.

Manpower Agencies

Before referring to some of our regular agencies, I would like to mention the recently established National Advisory Council on Manpower. This Council composed of representative men and women from many sections of the country, including both management and labour, was set up to consider all aspects of manpower questions in the light of current developments. The Council is advising us on plans which are under review, as well as suggesting other plans which might be developed in order to make for the most effective utilization in the national interest of the present and potential working force in Canada.

Closely associated with the activities of this Council, as well as with those of our regular operational agencies, is the work of our Economics and Research Branch. Current analyses of the changing manpower situation are constantly made by this group as well as numerous enquiries into other aspects of labour problems. These analyses and research are especially important these days when conditions are changing so rapidly.

One of the key manpower agencies is our well-established National Employment Service. In almost 200 of the more important localities across Canada there is today a local National Employment Service office, staffed by well-trained and experienced personnel.

These offices perform a variety of services.

One of the most important has to do with the mobility of workers. Through a system of regional and national clearance, employers in areas of labour shortage are assisted in getting workers from areas of labour surplus. Another service to both employers and workers is that of finding suitable openings for handicapped persons.

A second development of the war years was the Federal-Provincial Farm Labour Program, organized by the Federal Department of Labour in co-operation with the Provincial Departments of Agriculture. Through this program, regular seasonal movements of workers are arranged between localities in different provinces, and between localities in Canada and in the United States.

Under a joint arrangement, begun shortly after the end of World War II, between the Department of Labour and the Department of Citizenship and Immigration, groups of workers from other countries are recruited and brought to Canada for types of work in which labour shortages exist. The efforts to bring together workers and jobs on an international basis through this joint program have proved beneficial to Canadian industries as well as to the workers themselves.

Another method of helping to match men and jobs is through training. The Canadian Vocational Training Program, developed by the Federal Department of Labour in co-operation with the Provincial Departments of Education, was greatly expanded during the war years.

This program has continued to provide valuable assistance in this important field during the post-war period.

The years required to train a fully qualified tradesman is an investment in the future growth of employment and production. On him depends the jobs of a large number of workers with lesser skills. An increase in the supply of skilled men is as essential as investment in new plant and machinery.

Since most of the training must be given on the job, school courses are at best only a supplement. In the training of skilled men, employers inevitably have a major responsibility. It is gratifying to know that some firms already have training programs in their plants.

In addition to training, productive capacity can be increased by skilful management practices which enlist the full co-operation of the workers.

I am sure you, as personnel men, know a great deal more about the day to day problems of measuring productivity than I do, and I do not presume to give you ready-made solutions.

What I want to do is draw your attention to the Labour Management Production Committees—the LMPC's as they are called—which the Industrial Relations Branch of my Department sponsors.

At the moment, there is a record of some 700 of these committees in operation, involving about 280,000 workers.

LMPC's are composed of representatives of labour and management and meet to discuss problems of production and efficiency. Typical LMPC's are concerned with ideas for reducing waste and rejects, with changes in design to overcome sales resistance, with suggestions for reducing accident hazards, for conserving tools and equipment, and for better use of skills. Though each item in itself may seem minor, the cumulative effects of a host of small improvements can bring significant increases in productivity. LMPC's are not for collective bargaining.

I am not suggesting, of course, that the establishment of an LMPC will create co-operation and understanding automatically. Like anything worthwhile, this can be acquired only by the cultivation of good-will and by co-operative efforts.

In Conclusion

Let me conclude briefly. In its simplest form, this manpower question is a matter of determining the qualifications and locations of our workers, to determine where they are most needed, and decide on the best method of getting them there.

If these steps can be taken by the use of existing instruments of government responsible to Parliament and the people, then these instruments should be used as Canada is using them. If our objectives can be accomplished with the minimum of compulsion and regimentation, that method should be maintained as long as possible. Whatever our methods, we must keep firmly in mind that these problems are, above all, human problems.

If the human side of the manpower problem is of paramount importance on the national level, it is even more vital in the plant. No elaborate machinery, no system of organizing the flow of production, however efficient it may appear on paper, can be fully effective if it fails to enlist the co-operation of the man on the job.

You, as personnel managers are the vital link between the men and women, your

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fellow-Canadians, who work in your plants, and your top Executive. It is a role of increasing importance for greater production, for a higher standard of welfare of working personnel and finally for creating a good climate for the maintenance of industrial peace. With the tasks before Canada today, the industrial peace which now reigns is a condition of such vital importance we must all work together to see that it continues.

I notice your motto "Teamwork in Industry". I think it is a good one. I commend its spirit to you, in all your efforts and I wish your association great success.

CANADA'S NATIONAL ACCOUNTS: INCOME AND EXPENDITURE, 1939-1950

In 1950, Canadians produced goods and services to a total value of almost $18 billion. Canada's National Accounts show the components of this record production, expressed in terms similar to those used in the profit and loss statement of a business undertaking.

Statistics appearing in the *National Accounts: Income and Expenditure,** represent an attempt "to portray the working of the economy in much the same way as a profit and loss statement indicates the operations of a firm." Familiar accounting principles are used to describe transactions that take place in the country as a whole. Costs of production are entered on one side and receipts on the other. The cost side gives *gross national product,* and the other side *gross national expenditure.* A part of the cost shows earnings arising from production. These earnings are known as *net national income at factor cost.*

The working of the country's economy can best be summed up by a measure of its total production. This production includes: the goods and services provided by private industry, including individual enterprises; and services rendered by governments.

An adjustment must be made in the accounts to allow for foreign trade. Canadians not only receive goods and services from within the country, but also from abroad. Similarly, goods and services are exported to other countries. The trade balance between exports and imports, is an important factor in the national accounts.

The gross national product and gross national expenditure are *consolidated* accounts in the sense that sales of raw materials and other goods between businesses "are not counted as such because they are already accounted for in the market valuation of the components. For example, the market price of an automobile sold by firm A includes the value of tires bought from firm B. The value of these tires is not included again . . ."

The sequence of charts on the following pages is an attempt to give a graphic representation of the National Accounts. The accompanying tables present the accounts in detail. The following paragraphs define the expressions used in the accounts, and explain something of what they reveal of the national economy.

Net National Income and Gross National Product

Explanation of Terms.—The net income received by Canadians in a year can be measured by adding together the income earned by the four factors of production; capital, labour, land, and management. Estimates of the income earned by each of these factors is broken down to show the income derived by each one.

The estimate of salaries and wages is the largest single component of national income. In addition to cash payments to workers, it includes estimates of "supplementary labour income", which "comprise board and living allowances, employer contributions to pension and social insurance funds, and also the estimated value of board and living allowances received in kind."

The remainder of the net national income is made up of military pay and allowances; income from investment and profits from business; and the net income from agriculture and other unincorporated

* Published by Dominion Bureau of Statistics.

business, such as the corner grocery, doctors, lawyers, etc. Included in the total of military pay and allowances (in addition to actual cash payments), is an estimate for food and clothing received in kind.

Investment income consists of all returns on capital. It includes corporation profits before taxes, profits of government-owned enterprises such as Polymer Corporation, the Canadian National Railways, etc., net rental income received by persons, and money received in the form of interest from bank deposits, bonds and mortgages, etc.[1]

In general, these accounts include only "money incomes that arise in the production of goods and services going through market channels." Goods and services produced and consumed within the household (e.g. services of housewives) are not included.

There are some money receipts which are excluded from the national accounts. In particular, capital profits and losses, and certain cash payments within the economy ("transfer payments"), are excluded. These transfer payments are excluded "because they do not arise from current production of goods and services and cannot be called earnings from productive operations." Examples of this type of payment are unemployment insurance benefits, war service gratuities, family allowance, and interest on government debts not issued to finance existing real assets.

[1] The chief source of explanatory material in this article has been *The Canada Year Book*, 1947.

In computing the total of agricultural income, the amounts tabulated are confined to income received by farm operators from their farm operations only. Ancillary earnings from other sources such as forest work in winter, fishing, etc., are included elsewhere. An allowance is also made for food and other produce produced and consumed on the farm, as well as imputed rents. These amounts are included in the figures.

Gross national product "differs from national income in that it includes depreciation allowances and indirect taxes as measured at market prices." These items represent a part of the final market cost of goods and services to consumers or other final uses of the nation's output. Any subsidy payments to producers by governments are deducted because they "are regarded as enabling the public to buy goods and services at less than the prices that would otherwise prevail." These subsidies help to offset indirect taxes (such as sales, excise and real property taxes, treated as business costs), levied by governments.

Trends 1942-1949.—Both *gross national product* at market prices, and *net national income* at factor cost, have risen appreciably in the period between 1942 and 1950. It will be seen from Table 1 that gross national product fell below the previous year's total in only one year, 1945. (The peak of the war effort came in 1944). However, the decline in that year was only slightly over $100 million.

TABLE 1

NATIONAL INCOME AND GROSS NATIONAL PRODUCT, 1939, 1942-1949 Preliminary—1950

(millions of dollars)

—	1939	1942	1943	1944	1945	1946	1947	1948	1949[1]	1950[1] (Preliminary)
Salaries, Wages and Supplementary Labour Income	2,583	4,251	4,746	4,908	4,915	5,322	6,212	7,139	7,800	8,300
Military Pay and Allowances	32	641	910	1,068	1,117	340	83	82	115	137
Investment Income	783	1,721	1,766	1,770	1,905	1,987	2,299	2,379	2,367	2,996
Net Income of Agriculture and Other Unincorporated Business										
Farm Operators from Farm Production	461	1,089	969	1,213	959	1,130	1,104	1,567	1,513	1,424
Other Unincorporated Business	430	671	711	782	892	1,040	1,218	1,307	1,374	1,451
NET NATIONAL INCOME AT FACTOR COST	4,289	8,373	9,102	9,741	9,788	9,819	10,916	12,474	13,169	14,308
Indirect Taxes less Subsidies	737	1,085	1,117	1,111	1,003	1,269	1,601	1,768	1,831	2,001
Depreciation Allowances and Similar Business Costs	582	883	912	863	785	846	1,036	1,126	1,321	1,471
Residual Error of Estimate	−10	114	152	204	234	74	104	135	61	11
GROSS NATIONAL PRODUCT AT MARKET PRICES	5,598	10,455	11,283	11,919	11,810	12,008	13,657	15,503	16,382	17,791

[1] Includes Newfoundland

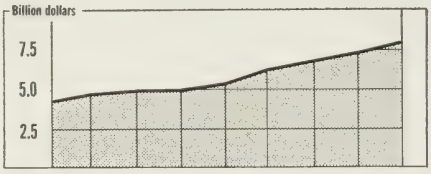
CANADA'S NATIONAL ACCOUNTS:

A BALANCED ACCOUNT OF THE OPERATION

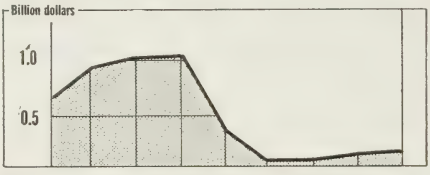
Canadians produced goods and services to a total value of $10½ billion in 1942, representing Canada's "INCOME" account, shows how the value of all the goods and market value of the goods and services produced. The right hand series, representing from one another, to the value of what they had produced.

INCOME

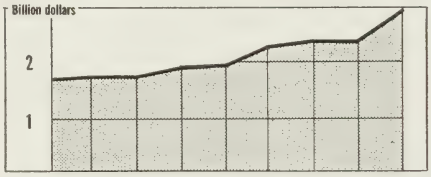
The greater part of the value of goods and services produced went to Canadians in the form of salaries and wages, which rose steadily between 1942 and 1950 . . .



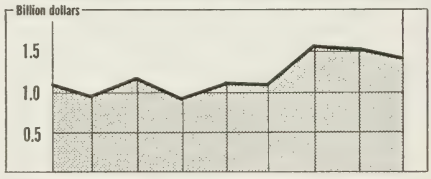
Military pay and allowances reached their wartime peak in 1945; then decreased rapidly after demobilization. In 1949, the figure again began to rise . . .



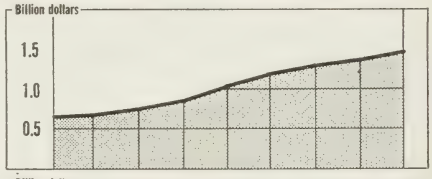
Investment income rose steadily between 1942 and 1948; declined in 1949 because of a lessening in corporation profits and increased again in 1950 . . .



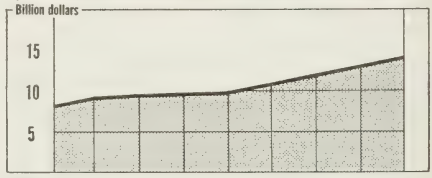
Income from farm operations fluctuated due to changes in prices and crop yield . . .



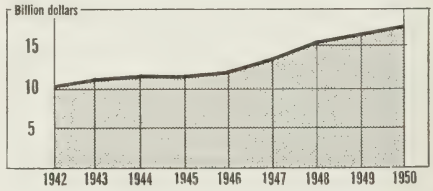
The operators of small unincorporated businesses enjoyed steadily increasing income . . .



The total of these items represents the net cost of producing all the country's goods and services expressed in terms of the remuneration received by workers and capital; total income shared by Canadian workers and capital was therefore as follows . . .



To this total must be added indirect taxes, depreciation allowances, and similar business costs. The result gives the gross market value of the country's goods and services (defined as "gross national product at market value").



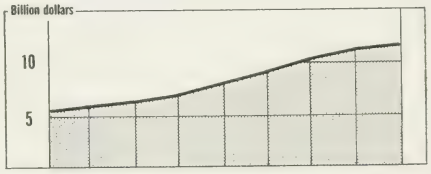
INCOME AND EXPENDITURE

OF THE NATIONAL ECONOMY, 1942—1950

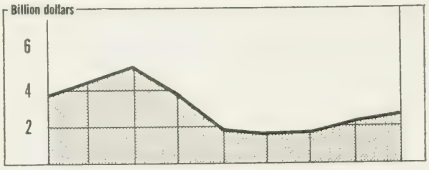
rising to a value of about $18 billion in 1950. The left-hand series of charts, services was divided among Canadians in the form of income, and gives the total Canada's "EXPENDITURE" account, shows how Canadians bought goods and services

EXPENDITURE

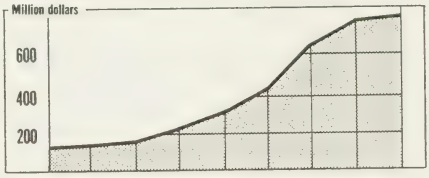
Canadians more than doubled their spending on consumer goods and services between 1942 and 1950 . . .



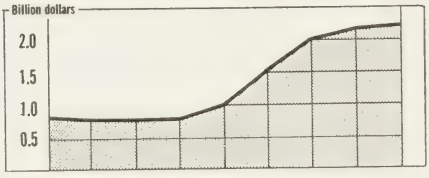
Government expenditures on goods and services reached their peak in the war years; declined sharply thereafter; and showed an upward movement after 1948 . . .



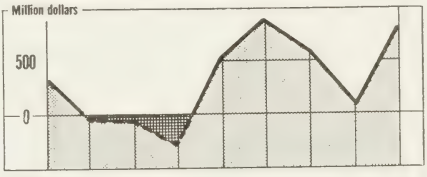
Expenditures on new residential housing increased nearly 6 times between 1942 and 1950 . . .



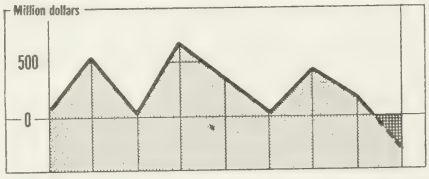
Expenditures by industry (including government corporations) on new plant and equipment reached their wartime peak in 1942. After the war, such capital investment expanded enormously . . .



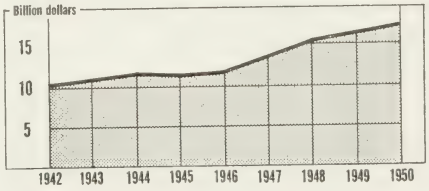
Inventories declined during the period of wartime scarcities, but have increased in each subsequent year. The chart shows the net change in each year . . .



Canada maintained a favourable balance of trade, although there were wide variations, until 1950 when a deficit occurred . . .



All these items combined give the total value of Canada's goods and services, expressed in terms of expenditure, and defined as "gross national expenditure at market prices" . . .



In 1949, gross national product reached $16,382 million, a 4 per cent increase over 1948. The tables reflect the high level of economic activity in the country during the past few years. "Since it is measured in terms of current dollars, the gross national product reflects price changes as well as changes in the physical volume of production. If adjustments are made for the influence of price changes, an increase of approximately 2 per cent in (real) output of goods and services is indicated for 1949 over 1948.

"During the post-war years, from 1946 to 1949, the value of total output increased by 34 per cent. The rise in value was most rapid during 1947 and 1948, the years of the greatest price increases. However, with the effect of price increases removed, the total volume of output shows a steady gain of approximately 2 per cent per year.

"The national income, measured in current dollars increased about 5 per cent from 1948 to 1949, from $12,474 million to $13,169 million. The increase was mainly due to a rise in salaries, wages, and supplementary labour income of $661 million, from $7,139 million to $7,800 million, which more than offset small declines in net income of farm operators from current farm production, and in investment income. Net income of farm operators fell by 4 per cent, from $1,567 million in 1948 to $1,509 million in 1949, despite higher wheat adjustment payments to farmers. The decline was largely due to a lower volume of physical production. Investment income also declined slightly, from $2,379 million in 1948 to $2,367 million in 1949, attributable to a decline in corporation profits, the largest single component of investment income."

Preliminary Estimates for 1950.—Preliminary estimates by the Bureau of Statistics, for gross national product during 1950, reached a record total value of $17·8 billion. This is a gain of $1·4 billion (8 per cent) over the former peak of $16·4 billion reached in 1949. It is estimated that a substantial part of the rise is due to price increases, but between three and four per cent of the rise represents an increase in the volume of goods and services produced.

National income also increased by eight per cent in 1950 over 1949, from $13,169 million to $14,308 million. "Salaries, wages and supplementary labour income showed a gain of six per cent, rising from $7,800 million in 1949 to $8,300 million in 1950. High levels of employment, combined with an increase in average hourly earnings, were mainly responsible for the rise in labour income. Most of the major industrial groups shared in this increase with the exception of agriculture. This industry experienced a decline in the number of farm workers.

"Investment income increased by approximately 20 per cent, from $2,367 million in 1949, to $2,996 million in 1950. Corporation profits, net rents received by individuals, and trading profits of government enterprises shared in this increase.

"Net income of farm operators from farm production was somewhat lower in 1950

TABLE 2

GROSS NATIONAL EXPENDITURE, 1939, 1942–1949

Preliminary—1950

(millions of dollars)

—	1939	1942	1943	1944	1945	1946	1947	1948	1949[4]	1950[4] Preliminary
Personal Expenditure on Consumer Goods and Services	3,861	5,531	5,880	6,382	7,050	8,018	9,225	10,151	11,086	11,810
Government Expenditure on Goods and Services[1]	724	3,729	4,230	5,025	3,708	1,832	1,562	1,797	2,106	2,333
Gross Home Investment	881	.....	.....	.....	.....	.....	.....	.....	2,970	3,163
Housing[2]	.....	128	131	157	210	338	492	647	.....	.....
Plant and Equipment	.....	803	697	599	672	1,024	1,565	2,016	.....	.....
Change in Inventories	.....	330	−47	−67	−283	538	901	609	108	805
Exports of Goods and Services[3]	1,451	2,354	3,462	3,596	3,597	3,210	3,638	4,054	4,011	4,173
Deduct Imports of Goods and Services	−1,328	−2,307	−2,917	−3,569	−2,910	−2,878	−3,621	−3,636	−3,837	−4,482
Residual Error of Estimate	9	−113	−153	−204	−234	−74	−105	−135	−62	−11
GROSS NATIONAL EXPENDITURE AT MARKET PRICES	5,598	10,455	11,283	11,919	11,810	12,008	13,657	15,503	16,382	17,791

[1] Includes UNRRA, Mutual Aid, etc. Also includes change in government inventories.
[2] Excludes certain government housing expenditures.
[3] Excludes UNRRA, Mutual Aid, etc.
[4] Includes Newfoundland.

than in 1949. Farm cash income was substantially lower, mainly as a result of a lower initial payment price of wheat, and lower equalization and participation payments from the Canadian Wheat Board. At the same time, operating expenses were higher in 1940 than in 1949. However, there occurred a substantial accumulation of inventories held on farms. The net effect of these factors was that net farm income declined by six per cent, from $1,513 million to $1,424 million. On the other hand, net income of other unincorporated businesses, including professional income, rose by nearly six per cent, from $1.374 million in 1949 to $1,451 million in 1950."

Among the items showing an increase in 1950, were indirect tax collections, depreciation costs, and similar business costs. The rise in indirect tax collections resulted from higher prices, a greater volume of purchases, and the increased indirect tax rates approved by Parliament in September. In connection with this, there was a slight decline in subsidies. Indirect taxes (less subsidies) increased about 8½ per cent from $1,831 million in 1949 to $2.001 million in 1950. The 11 per cent rise in depreciation allowances and similar business costs, from $1,321 million in 1949 to $1,471 million in 1950, "is largely the result of depreciation allowances on the large volume of new capital investment which was completed in 1950."

Gross National Expenditure

Explanation of Terms.—The gross national product side of the national accounts shows the market value of final goods and services produced in the country. However, these goods and services must be disposed of in some way. They are sold, either at home or abroad, or added to inventories. This disposal of the national product is accounted for in the *gross national expenditure* at market price which is a measure of the same total as gross national product, but appearing in a different way.

Four main components are added together to give gross national expenditure. These are: personal expenditures on consumer goods and services; government expenditures on goods and services; gross home investment in plant, equipment, housing and inventories; and net investment abroad (exports of goods and services minus imports).

Consumer expenditures are made up of purchases by Canadian residents for personal goods and services, such as food, clothing, rent, automobiles, etc. Expendi-

TABLE 3a

PERSONAL INCOME AND EXPENDITURE ACCOUNT, 1942–1949

Preliminary—1950

(millions of dollars)

—	1942	1943	1944	1945	1946	1947	1948	1949[2]	1950[2] (Preliminary)
INCOME									
1. Salaries, Wages and Supplementary Labour Income	.....	.....	.....	.....	.....	.....	.....	7,682	8,300
(a) From business	3,710	4,161	4,296	4,253	4,576	5,399	6,181	.....	.....
(b) From government	427	482	508	549	613	658	781	.....	.....
(c) From persons	114	103	104	113	133	155	177	.....	.....
(d) Deduct employer and employee contribution to social insurance and government pension funds	−114	−128	−133	−136	−149	−181	−223	−243	−268
2. Military Pay and Allowances	641	910	1,068	1,117	340	83	82	115	137
3. Net income of Agriculture and other Unincorporated Business	1,760	1,680	1,995	1,851	2,170	2,322	2,874	2,887	2,875
4. Interest[1], Dividends and Net Rental Income of Persons	696	740	793	836	871	1,049	1,086	1,170	1,235
5. Transfer Payments (excluding interest)									
(a) From governments	221	210	261	546	1,106	841	863	922	1,016
(b) Charitable contributions from corporations	12	12	11	12	11	16	21	23	25
6. Total	7,467	8,170	8,903	9,141	9,671	10,342	11,842	12,674	13,320

[1] Includes all government debt interest paid to persons.
[2] Includes Newfoundland.

tures for new housing are not included with personal expenditure, but are listed under housing, which appears under investment.

Government expenditures include purchases by all levels of government, federal, provincial and municipal, of final goods and services. Broadly speaking, this total falls into two groups: government expenditures on services (salaries, wages and interest); and purchases of the products of business. Other government expenditures for both war and non-war purposes are shown separately, and outlays for things other than goods and services (e.g. transfer payments) are not included in the accounts. (See above p. 657.)

Outlays for investment at home are divided into "expenditure on new plant and equipment, including residential and commercial construction as well as expenditure for replacement of existing plant and equipment; and the net change in inventory." It is here that investment by government enterprise such as the CNR, TCA, and utilities appear.

Lastly, entries are made to show the values of Canada's exports and imports of goods and services abroad. Included in the total of gross national expenditure is Canada's net balance of trade for the year, exports of goods and services, minus imports. Exports of Canadian goods and services represent a part of the total Canadian production of these products. Imports, on the other hand, represent goods and services produced outside of Canada, and are not a part of Canadian production.

Trends 1942-1949.—In analysing this table of gross national expenditure, the Dominion Bureau of Statistics has noted that:—

"All components of the gross national expenditure except exports and investment in inventories showed an increase between 1948 and 1949. Personal expenditure on consumer goods and services increased from $10,151 million in 1948 to $11,086 million in 1949. If corrections are made for price changes, an increase of about 2 per cent in the real volume of consumer goods and services is indicated.

"Government expenditure on goods and service increased by $291 million, from $1,797 million in 1948 to $2,333 million in 1949. This increase is mainly due to increased defence expenditures and larger outlays by the provincial and municipal governments on public health, hospital care, maintenance of highways, education and certain capital expenditures.

"The aggregate of gross home investment showed a decline of $194 million, from $3,272 million in 1948 to $3,078 million in 1949. As indicated above, this decline was due entirely to a decline in investment in inventories from $609 million in 1948 to $108 million in 1949. Investment in housing, on the other hand, rose

TABLE 3b

PERSONAL INCOME AND EXPENDITURE ACCOUNT, 1942–1949

Preliminary—1950

(millions of dollars)

—	1942	1943	1944	1945	1946	1947	1948	1949[2]	1950[2] (Preliminary)
EXPENDITURE									
7. Personal Direct Taxes									
(a) Income taxes	433	631	772	733	711	695	717	674	612
(b) Succession duties	37	38	39	47	54	61	58	55	64
(c) Miscellaneous	25	29	27	29	31	35	47	57	65
8. Purchase of Goods and Services	.....	.....	.....	.....	.....	.....	.....	11,086	11,810
(a) From business	5,293	5,596	6,043	6,647	7,659	8,854	9,805	.....	.....
(b) Direct services	114	103	104	113	133	155	177	.....	.....
(c) Tourist and travel expenditure									
(i) U.S.A.	24	34	56	81	130	152	113	.....	.....
(ii) U.K. and other Commonwealth	2	2	2	2	4	12	16	.....	.....
(iii) Other countries	.....	.....	.....	.....	1	3	4	.....	.....
(d) Other expenditure abroad	98	145	177	207	91	49	36	.....	.....
9. Personal Saving[1]	1,441	1,592	1,683	1,282	857	326	869	724	769
10. Total	7,467	8,170	8,903	9,141	9,671	10,342	11,842	12,674	13,320

[1] This series includes net changes in farm inventories as follows:

1942	1943	1944	1945	1946	1947	1948	1949	1950
(millions of dollars)								
368	−62	−124	−238	−41	−123	−65	−73	165

[2] Includes Newfoundland.

substantially from $647 million in 1948, to $753 million in 1949. If price changes are accounted for, the rise in the volume of new housing was approximately 11 per cent. While the value of investment in plant and equipment increased slightly from $2,016 million in 1948 to $2,076 in 1949, a small decline actually took place if the influence of price changes is eliminated.

"Total exports of goods and services declined slightly from 1948 to 1949, by $43 million. Imports, on the other hand, increased by $201 million, thus leaving a net foreign balance of $174 million in 1949 compared with $418 million in 1948."

Preliminary Estimates for 1950.—All sectors of the economy, business, persons and governments, increased their expenditures during 1950, according to preliminary estimates. Personal expenditures on goods and services showed an increase of almost 7 per cent, from $11,086 million in 1949, to $11,810 million in 1950. The Bureau of Statistics said that "much of this increase was taken up by higher prices, but a gain of approximately 3 per cent in the volume of consumer purchases is indicated."

Commenting on the gross national expenditure figures for 1950, the preliminary statement said: —

"Expenditure on goods and services by federal, provincial and municipal governments rose approximately 10 per cent, from $2,106 million in 1949 to $2,333 million in 1950. At the federal level there was a considerable increase in defence expenditure. The rise in expenditure at the provincial and municipal levels was mainly due to higher operating costs, increases in capital expenditure, and flood relief in Manitoba. Despite these increases, government expenditure on goods and services absorbed only about 13 per cent of the nation's total production in 1950, approximately the same as in 1949.

"Expenditures on construction and equipment for general government purposes is included in the figures of government expenditures on goods and services referred to above. The remainder of the nation's outlay for capital investment in housing, plant, equipment, and inventories, made by private and government-operated businesses and by individuals is analysed below.

"The value of new residential construction was $782 million in 1950 . . . (compared with) the figure of $741 million in 1949. Investment in plant and equipment increased from $2,220 million in 1949 to $2,375 million in 1950, a gain of 7 per cent. At the same time, investment in inventories showed a large increase in both value and volume terms. In 1950 the change in inventories amounted to $805 million, compared with $108 million in 1949. Both farm and non-farm inventories shared in the rise in inventory accumulation. Taken together, total investment in housing, plant, equipment, and inventories by private and government businesses and by individuals, apparently absorbed a larger percentage of the gross national product in 1950 than in 1949.

"The upsurge of demand related to expanding defence programs, rising levels of income, the progressive removal of import restrictions, and the relaxation of exchange controls in 1950, led to a marked upswing in the value of merchandise imports from the United States. At the same time a gradual recovery of production in Europe and the improved bargaining position of the European seller in Canadian markets resulting from the re-alignment of currencies in 1949, made possible an increase in merchandise imports from the non-dollar countries. Thus, the value of total imports of goods and services showed an increase of 17 per cent over 1949, rising from $3,837 million to $4,482 million.

"On the other hand, the value of total exports of goods and services increased only moderately in 1950, from $4,011 million to $4,173 million, or by 4 per cent. Although merchandise exports to the United States showed a notable rise of approximately 35 per cent over 1949, this increase was offset to a considerable extent by a decline of 33 per cent in the value of merchandise exports to the United Kingdom.

Personal Income and Its Disposition.—How much Canadians spend for consumer goods and services depends upon their personal incomes, their taxes and how much they decide to save, borrow or spend out of previous savings.

Personal income includes unearned income such as family allowances and unemployment insurance benefits, in addition to current earnings paid out to persons. This amounted to $13,327 million, a gain of 5 per cent over 1949. The increase is mainly attributable to salaries, wages and supplementary labour income, but government transfer payments and interest, dividends and net rental income of persons also increased considerably.

"As indicated above, personal expenditure on goods and services increased by 7 per cent from 1949 to 1950, but there was considerable variation as between com-

ponents of personal expenditure. Major gains were recorded for purchases of most durable goods, particularly automobiles, which rose by approximately 60 per cent over 1949. On the other hand, a number of components in the semi-durable goods group, such as clothing, showed a decline. The increase in expenditure on food was almost entirely accounted for by price increases. Of the services, user-operated transportation, and household utilities including rents, showed the highest increases."

VIEWS OF ROYAL COMMISSION ON RELATIONS BETWEEN RAILWAY COMPANIES AND EMPLOYEES

On March 15, the Report of the Royal Commission on Transportation was tabled in the House of Commons (L.G., April, 1951, p. 444). The Commission devoted Chapter XII of its Report to an examination of labour-management relations in the railway industry, and this chapter is reprinted herewith.

The submissions to the Commission on the subject of wages to railway employees were most general in character. The Province of Manitoba said that these wages should be "looked into". The City of Winnipeg and the Winnipeg Chamber of Commerce said they should be "investigated". The Manitoba Federation of Agriculture said that wage increases should be "scrutinized". The Alberta Dairymen's Association made reference to the fact that the Board has no jurisdiction over the "largest single item of operating expenses" of the railways. The Canadian Federation of Agriculture stated that railway employees are the best paid workers in Canada and suggested that the Board should have power in hearing applications by the railways for rate increases to examine whether improvement in the efficiency of railway operations had followed wage increases. Other briefs suggested that the railway employees were receiving higher average pay than the employees of other industries and that the Commission should study the propriety of these wages.

The Canadian Congress of Labour represented that railway freight rates must be sufficient to enable the railways to pay proper wages and that there should be an obligation on the Board of Transport Commissioners to see that this object is attained. They said that railway freight rates should be high enough to ensure proper wages to employees and a proper return to the railways on their investment. The International Railway Labour Organization said that it does not believe that the Board of Transport Commissioners should exercise any authority over wages.

The spokesman for the Brotherhood of Railroad Trainmen said that wage rates on Canadian railways are approximately 20 to 25 cents per hour below those on American railways and made the statement that: "there cannot be full satisfaction of the employees' views and demands until the Canadian-United States parity is restored." This last reference is to the substantial parity which existed between 1918 and 1922 by reason of the McAdoo Award.

The wage disbursements of a railway company is a significant item in its operating costs. In 1949 the ratio of wages to operating expenses was 56·5 per cent in the case of the Canadian Pacific with a payroll of $202,700,000 and 59·5 per cent in the case of the Canadian National with a payroll of $284,500,000.

Relations Between Companies and Employees

In the ordinary course of business, relations between railways and their employees in respect of their reciprocal obligations, including wage questions, are the same as in the case of other industries. Special regulation of industrial relations, intended to define and govern the respective rights and duties of employees and employers and to provide a procedure for the settlement of their disputes, is set up in the Industrial Relations and Disputes Investigation Act, 1948. This Act deals mainly with such subjects as (1) the right of employers and employees to organize for the protection and advancement of their respective interests; (2) the prevention of unfair labour practices; (3) collective

bargaining and collective agreements; (4) strikes and lockouts; (5) conciliation proceedings, and (6) industrial inquiries directed to the maintenance of peaceable relations, between employers and employees and the promotion of conditions favourable to the settlement of disputes.

The Act provides that the Minister of Labour shall be charged with its administration and creates and defines the powers and duties of the Canada Labour Relations Board as a successor to the Wartime Labour Relations Board which was established in 1944.

The object of the Act is to preserve the ordinary rights of employers and employees in industry, directing and limiting them only in so far as is necessary to secure just and reasonable conditions of employment and to promote the speedy settlement of disputes in the interest of the parties primarily concerned and of the public whom the industry serves.

In the matter of strikes and lockouts the Act imposes no obligations on the parties which would, in the long run, deprive the employer of the right to declare a lockout or the employees of the right to go on strike. The Act merely enjoins a reasonable delay in the exercise of these rights by setting up a procedure which the parties must follow and which must be allowed to complete its course before the strike or the lockout can take place.

When the dispute has come to a head a conciliation board is appointed whose duty it is to endeavour to bring about agreement between the parties. After the completion of its proceedings the Board, either unanimously or by a majority of its members, reports its findings and its recommendation to the Minister. If both parties accept the recommendation of the Board by agreement in writing, it becomes binding on them. If either declines, the attempt to settle the dispute has failed and both parties become free to exercise the rights held in abeyance during the course of the proceedings. The strike or lockout will then take place unless, of course, the parties, spontaneously or by mediation, effect a settlement on some other basis.

Recent Experiences

In the winter of 1948, a demand for a wage increase by railway employees led to the appointment of a Conciliation Board. The Board recommended an increase which was less than the employees had asked for and which they rejected. A strike was declared for a future date and there was no legal impediment to its taking place. Before the date arrived mediation was undertaken on the initiative of the Minister of Labour in the interest of the public. The wage demand was for an increase of 35 cents per hour. The Conciliation Board had recommended an increase of 7 cents. As a result of the mediation an increase of 17 cents per hour was agreed upon by the railways and the workers, and the strike was averted.

In the summer of 1950 a similar situation arose. Another wage demand was followed by the appointment of a Conciliation Board, the Board made a recommendation which the employees rejected, and a strike date was set. Again mediation was initiated by the Minister of Labour. This time the mediation failed and the strike took place.

The effect of the strike was calamitous. The truck, the bus, and the plane, put forth a great effort of relief. But the Canadian people realized at once that the economic life of this country of great distances is dependent upon the service of the railways. Parliament was called into special session and emergency legislation was passed directing the resumption, within 48 hours, of railway transportation services by the companies and by their employees. The government stated that the purpose of the legislation was to deal with the national emergency then existing, and that it was not intended to provide a permanent procedure for the handling of relations between the railway companies and their employees.

The companies and the employees complied with the emergency statute and railway operations were resumed. The strike had lasted from the 22nd to the 30th day of August. The differences outstanding between the parties were then settled by an arbitrator appointed under the provisions of the legislation.

Suggestions for the Future

As appears from the foregoing, relations between railway companies and their employees have been governed by the same rules as those which prevail in the case of all other industries within the jurisdiction of the Parliament of Canada. It has been suggested that a change be made and that a new scheme of regulation in these matters be set up by statute.

The principal suggestion made for the handling of railway wage questions is founded on the postulate (1) that wages are a major item of railway operation costs consuming as they do over 50 per cent of the earnings of the companies; (2) that these earnings consist of revenue derived from rates paid by shippers; (3) that therefore the real conflict in rate and wage disputes is between labour and the shippers;

(4) that, in consequence of all this, railway wage negotiations should be conducted by a body upon which the shippers are represented, either by a person nominated by shippers' organizations or by a member of the Board of Transport Commissioners acting in their interests.

Railway operations, by their very nature, require a great expenditure of manpower. Whether the use of manpower is greater in the case of railways than in that of other industries whose output of goods or services might be measured with the output (transportation) of railways, is a question which has not been determined. No information on this subject was furnished to the Commission probably because of the difficulty which would be encountered in trying to build up a fair comparison. But the argument founded on the volume of labour involved in railway operations seems to intimate to railway employees that, because there are so many of them, they should agree that the principal factor in fixing the exchange value of their labour should not be its real money value, as in the case of other workers, but rather the compensation which the "consumers", of what they help to produce, can be brought to agree upon; that in effect these consumers (the shippers) are their employers and not the companies who engage them and regulate their work.

Although all industries must depend for their revenue on the sale to the public of the fruit of their production, the Commission knows of no other industry whereof the workers are asked to assume the position here assigned to railway employees; where they are required to bring their wage demands, not to the company for which they are presumed to be working, but to the consumers of the article (transportation) which the company produces, in part by their labour, and offers for sale. The consumers of coal, of clothing, of automobiles and probably of all other industries, have no such voice in the fixing of the wages of miners, of textile workers, of the employees of car factories, etc. It may well be imagined how the enforcement of such a peculiar doctrine in the case of railway employees would lead in course of time (if it led to nothing worse), to the desertion of that industry by the labour element of the population.

At the same time railway employees themselves must bear in mind that they have a common interest with the companies in keeping the cost of operation within limits which will enable the railways to compete on a fair basis with other transportation agencies.

It is further consequence of the above doctrine of shipper-participation in the fixing of the wages of railway employees, that these same shippers would continue to have nothing to say in regard to the other items of expense which the companies incur in the course of their operations and which enter also into the cost which must be met by rates. These other necessary ingredients of operation would continue, as is the case today, to be purchased by the companies at their market price notwithstanding their effect on the sum of the freight rates paid by the shippers. The "purchase" of labour only would be subject to the approval of the "consumers".

The foregoing suggestion goes on to recommend that a larger wage-fixing body than the present Conciliation Board provided by statute be set up to deal with railway wage demands and that the findings of this body be made binding upon all concerned. In effect this is the procedure of compulsory arbitration. It is then said, however, that if the principle of compulsory arbitration should be found too drastic, another procedure should be set up which would meet a situation of wage demands on the one hand and the opposition of shippers' interests on the other, by recommending the payment of government subsidies to satisfy the demands wholly or in part. The body empowered to make this recommendation would be the Board of Transport Commissioners or another body upon which that Board would be represented by one of its members.

It would be a grave mistake to impose upon the Board of Transport Commissioners the duty of fixing or of taking part in the fixing of the wages of railway employees or of recommending subsidies to be paid by the Government. The duty of the Board of Transport Commissioners is to fix just and reasonable rates, that is just and reasonable in respect to the carriers on the one hand and the shippers or consignees on the other, for the service performed. It would be impossible for them to perform this duty adequately if these extraneous questions of the fixing of railway wages and the recommending of subsidies were mixed with it.

No special legislation should be passed for the handling of railway wage disputes and the prevention of strikes or lockouts. Legislation of the kind suggested would be highly provocative and in practice ineffective. It would settle nothing and encourage dangerous agitation. The railway industry should continue to be governed in this respect by the provisions of

the Industrial Relations and Disputes Investigation Act as in the case of all other industries regulated by Federal authority.

The strike of 1950 is the first general railway strike in Canada's history, that is in all the 83 years since Confederation. It has served one good purpose in that it has made all Canadians, railway officers, railway employees and citizens in general, realize what a disastrous occurrence such a strike is. We are not likely to have another such experience in the near future. The best thing to do now is to leave the situation as it is in so far as legislation is concerned. If another similar emergency ever occurs it will have to be dealt with by those in charge of national affairs at the time of the occurrence.

INTERNATIONAL STUDY OF PROFIT-SHARING PLANS

That a profit-sharing plan should be among the last, and not among the first, items to be introduced in a well-rounded industrial relations program, is the conclusion reached by an official of the International Labour Office following a study of profit-sharing plans operating in a number of countries.

As a method of promoting employer-worker collaboration and increasing the productivity of labour, profit-sharing has been attracting widespread interest. Recent developments in this field in a number of countries are surveyed briefly in an article by Mr. P. S. Narasimhan, of the International Labour Office, in the December issue of *International Labour Review*. Both voluntary schemes, with special reference to experience in the United Kingdom and the United States, and compulsory schemes established by law or by awards of industrial tribunals, are reviewed.

Principles of Profit-Sharing

Profit-sharing, the author points out, is "a method of industrial remuneration under which an employer gives the bulk of his employees a share in the net profits of the enterprise in addition to their regular wages," and must not be confused with systems of incentive payments such as the production or attendance bonus, which are not directly related to profits earned. A scheme, to be genuine, he explains, should satisfy four requirements:—

(1) it should provide for a regular grant to the employees, in addition to the wage or salary, of a share in the net profits;

(2) it should apply not only to a few executives in responsible managerial positions, but to the bulk of the employees;

(3) the share of the profits set aside for distribution among the workers, and the formula by which each individual share is calculated, when once announced, should not be subject to changes introduced unilaterally by management; and

(4) the grant, being subject to fluctuations, should in no sense be regarded as a substitute for wages.

Voluntary Schemes

The earliest known schemes of profit-sharing, according to the review, date back at least to 1820 in France, to the 1860's in England, and to 1869 in the United States. In none of these countries has there been any attempt to make profit-sharing a statutory obligation.

Objectives.—The objectives which have led managements to institute profit-sharing schemes have been diverse and not always explicitly stated. More important among the declared objectives have been:—

(1) the prevention of strikes and improvement of worker morale;

(2) an incentive to greater efficiency and increased output;

(3) achievement of a measure of flexibility in the total payroll, enabling automatic adjustment of the total remuneration of labour to business fluctuations;

(4) reduction of labour turnover and stabilization of the labour force;

(5) promotion of thrift and a sense of security among the workers;

(6) greater publicity for the firm;

(7) preservation of capitalism by giving the worker a stake in its continued existence.

Occasionally, the author states, managements have been impelled by "more dubious and less publicized objectives," such as a desire to use profit-sharing schemes to weaken a trade union; as an alternative to paying the prevailing wage scales; or as a convenient way of meeting the workers' demand for retirement pensions without committing management to a definite schedule of contributions, such as would be required under a formal pension plan with fixed benefits. Another motive, which was perhaps the most important reason for the wartime and immediate postwar popularity of profit-sharing in the United States, has been the desire to avoid taxation.

Methods.—The formulae adopted for determining the proportion of the profits to be distributed among the employees, and the method of allocation, were found to vary widely but, broadly, they fall into three main types:—

(1) the direct sharing of profits;
(2) the wage-dividend plan; and
(3) the percentage of pay system.

The most common is the first type, under which the employees' share is fixed at a definite percentage of the profits earned. In some schemes the profits are divided before making any provision for a return on capital or the payment of taxes, while in others only the balance after such deductions is taken into account in computing the employees' share. Under the wage-dividend plans, the employees' share is related only to the dividends declared for shareholders. Under the third type, each time the profits reach a specified level the employees receive a percentage on their pay as a bonus.

The share accruing to each worker may be paid to him either in cash at regular intervals ("current distribution" plan), or it may be credited to his account in a trust fund ("deferred distribution" plan), from which he can draw his accumulated share, with interest, only in certain specified contingencies such as retirement, termination of employment, illness, or permanent disability. Profit-sharing plans of the first type have generally proved to be the more popular, as distribution of the wage-earner's share of the profits in the form of cash at regular intervals, as and when the shareholders receive their dividends, has the advantage of bringing home to him more clearly his interest in the prosperity of the concern. The method of distribution, however, depends on the objective of the plan.

Results.—The history of profit-sharing in all countries where it has been left to voluntary enterprise, as in the United Kingdom and the United States, is "full of examples of plans started with high hopes and ended in failure, sometimes after many years of operation," the author states. "In a few rather exceptional cases it has been a spectacular success, but judging from the long list of abandoned plans and the comparatively small number that have endured for more than a few years, the contribution that profit-sharing can make to the promotion of healthy and happy industrial relations, and to more efficient production, seems to be rather problematical."

Evidence as to the extent to which the various objectives which led to the setting up of profit-sharing schemes have been realized is conflicting. A survey made by the National Industrial Conference Board in 1947 of 167 firms in the United States with profit-sharing plans, disclosed that as many as 40 per cent of the firms with deferred distribution plans, and 41·8 per cent with current distribution plans, either felt that profit-sharing had made no contribution to improving employee morale or found its contribution too difficult to evaluate.

The evidence is equally conflicting regarding the effect on employee efficiency and stability of the labour force. One of the firms covered by the survey reported an increase of 11 per cent in over-all efficiency and a reduction of 50 per cent in scrapped material. Another commented that a profit-sharing plan does not take the place of properly conceived incentives: "It is all but impossible in a large organization for an individual employee to connect his efforts particularly with the over-all profits earned by the company. Again, in years of poor business he knows that he has worked just as hard and perhaps harder than he did during the prosperous years and yet there is no profit to share, or a blunder of management has offset his best efforts for twelve months."

A general complaint is that after a certain time the employees come to regard the profit bonus as a part of their regular wages, often spend the expected income in advance, and become discontented if on account of a fall in profits the bonus has either to be reduced or suspended.

In some cases, carefully formulated plans of profit-sharing, worked out in full co-operation with the trade union concerned, and introduced after a good deal of employee education, have led to substantial decreases in the labour cost of production per unit but, on the whole, profit-sharing does not seem to have increased efficiency appreciably, it is observed.

An examination undertaken by the United States Senate in 1938 of the strike records of profit-sharing companies did reveal that they had significantly fewer strikes, both major and minor, than non-profit-sharing firms.

Commenting on the claim that profit-sharing can be used to give the worker a sense of security, by providing for his retirement benefits financed from a trust fund, the author says, "Organized labour is increasingly coming to regard the provision of a minimum measure of income security as part of the social obligations devolving on the state, to be financed partly by fixed contributions from the employer calculated on an actuarial basis, instead of by contributions which would fluctuate with the profit-ability of the business." The hope that by basing a retirement plan on company profits the employees might be made more conscious of the connection between their own efforts and the profits earned by the enterprise has in most cases failed to materialize, he observes.

A major factor in determining the fate of most profit-sharing schemes has been the attitude of organized labour, it is stated. In a number of cases the unions have opposed them on the grounds that any profits a business can afford to distribute to its employees should be included in their basic wage rates; that a share in the profits can in no circumstances be a substitute for a fair wage; and that profit-sharing schemes hinder the mobility of labour and militate against the organization of the employees.

Statutory Profit-Sharing Schemes

In a number of Latin-American countries profit-sharing in one form or another has been made compulsory by law. Such legislation, the author states, seems to have been prompted more by a belief in profit-sharing as an instrument to promote social justice, by granting the worker a share in the net income earned by the undertaking employing him, than by any belief in it as a method of reducing industrial strife or of increasing labour efficiency.

As the lines on which the worker's share of the profits is calculated are prescribed by law, there is no question of adjusting the profit-sharing scheme to the needs of a particular undertaking, or of working out its details in co-operation with representatives of the employees.

Schemes vary considerably between the Latin-American countries, both as regards selection of the industry brought within their scope, and the workers' share and method of distribution. In some countries the compulsory sharing of profits applies to all industries and commercial undertakings earning a net profit or a profit in excess of a stated amount, while in others the amount of capital and number of employees are the determining factors.

The workers' share of the profits is in some cases a specified percentage of the net profits, sometimes with a proviso that it shall not exceed a stated percentage of the wage. In Colombia, the participation by each employee is determined in accordance with a points system based on wage or salary earned, family responsibilities, seniority, regularity of attendance, and efficiency and honesty. In most cases, a portion only of the workers' share is distributable in cash, the remainder being deposited on his behalf, and withdrawal permitted only under certain specified conditions.

The Labour Code of Chile provides that half the share of the profits shall be paid to the works union of the undertaking, to be used for purposes specified by law, and the other half to be distributed among those employees who are members of the union, and who have worked the required number of days.

Collective Schemes in Eastern Europe

A different type of profit-sharing, in which a share of the profits earned by an undertaking is not given individually to each of its employees, but is allotted to the workers' organization concerned for the financing of welfare measures which benefit the workers as a group, has recently been adopted in some of the countries of Eastern Europe. Such a scheme was introduced by statute in Czechoslovakia in 1945. Provision is made for the setting up of a works fund in each national undertaking, financed by a share of the profits made by the undertaking. The main purpose of the fund, it is stated, is the improvement of the social, health and cultural conditions of the workers.

In Hungary, a system of profit-sharing in state undertakings was introduced in 1949 to reward workers who help to cut costs of production in accordance with plans drawn up by such undertakings. Under the system, the sum-total of profits to be paid to the Treasury by all undertakings in one economic category is first determined, and a sum representing two per cent of the total amount of the profits

to be paid by the group is divided by the total number of workers employed in all the undertakings belonging to that category in the preceding year. The quotient so obtained is regarded as the average amount to be paid to each worker, and every undertaking concerned is paid a share corresponding to this average multiplied by the number of its employees. When the profits of an undertaking are in excess of the amount anticipated, its share is increased, but may not exceed 10 per cent of the profits.

The share paid to the undertaking is utilized by its manager in consultation with the works committee. Forty per cent must be set aside for individual rewards, and 60 per cent used for purposes of general interest to all the workers in the undertaking.

A similar scheme is also reported to be in operation in Bulgaria, where five per cent of the net profits of State undertakings are deposited in a fund for the grant of bonuses to workers and the amelioration of their living conditions.

Awards of Industrial Tribunals

In India, a number of profit-sharing schemes have been introduced in recent years, either voluntarily by employers or compulsory by awards of industrial tribunals. The greater proportion, however, have resulted from awards.

In a number of industrial disputes during recent years, the author reports, the tribunals have, in general, upheld the claim of the workers to a share in the profits earned by the enterprises in which they work, taking the view that profits are the result of the joint effort of the workers and management, and should be shared by both. They further justified the award on the twofold grounds that the worker's wage in the industry concerned fell short of a living wage, and that the industry was earning much more than a fair return on the capital employed.

In determining the share of the bonus, different tribunals have adopted different criteria, though all of them have generally tried to link it to the net profits earned by the industry during the year, its financial condition, and capacity to bear the burden.

"It is difficult to see," the author comments, "how schemes enforced by the awards of industrial tribunals could either create between capital and labour that sense of partnership in a common venture, or provide that direct incentive to increased efficiency which are among the most important advantages claimed on behalf of profit-sharing."

Conclusions

The first element which should be present if a scheme is to be a success, the author states, is "a record of management-labour co-operation and mutual tolerance and confidence." The ideal type of profit-sharing, he concludes, would appear to be one under which each enterprise works out the details of the scheme in co-operation with the trade union representing its employees, and introduces and administers it in full and complete collaboration with the union. "Such a scheme could be adjusted to meet the special needs of each enterprise. It would be clearly understood by the employees, and might be expected to reduce industrial strife and promote efficiency. It could be modified from time to time, as the need arose, by mutual agreement between the employer and the union, and would promote between them that sense of partnership in a common adventure which is the basic condition necessary for success."

Little detailed information is available as to the actual working of compulsory profit-sharing schemes introduced by legislation, he states, but clearly these cannot secure the above advantages to the same degree as schemes introduced as a result of voluntary agreement between employer and employee, both of whom are interested in their successful working.

"It cannot be too strongly emphasized," the author continues, "that it is not only futile, but positively dangerous, to regard profit-sharing as a substitute for the payment of a living wage or as a method of weakening the organization of labour, or as a remedy for poor management. Experience in the United Kingdom and the United States shows conclusively that it is only firms which pay a fair wage which enjoy the confidence of the trade unions, and which are very efficiently managed, that can operate a profit-sharing plan successfully.

"In other words, a profit-sharing plan should be among the last, and not among the first, items to be introduced in a well-rounded industrial relations program.

"Nor is it safe to regard profit-sharing mainly as a method of inducing labour to put forth more effort. Generally, most profit-sharing schemes introduced in the expectation of immediate material gains have proved disappointing to their sponsors, either because the share of profit received by each worker has been too uncertain and too small in amount to provide any effective incentive to greater effort, or because the worker has failed to recognize any

(Continued on page 696)



Many LMPC's Conduct Scrap Reduction Campaign

How to reduce scrap, conserve tools and material and safeguard quality are problems for which many Labour-Management Production Committees are at present seeking answers. Many different ways of attacking the problems are being used.

The Labour-Management Production Committee at the Aluminum Company of Canada, Ltd., Kingston, Ont., has launched a scrap reduction campaign with the purpose of emphasizing to all workers the cost involved when metal becomes scrap. "Scrap Prevention Requires YOUR Attention" has been chosen as the campaign slogan. The committee gathered several examples of scrap and is displaying them together with information about the money loss involved. Where reasons for the scrap are known, instruction on how to avoid them is displayed along with the defective material. United Steelworkers of America (CIO-CCL) and the International Association of Machinists (AFL-TLC) are the unions in this plant.

The Employer-Employee Relations Committee at Anthes-Imperial Company Limited, Winnipeg, Manitoba, has scheduled a series of talks on scrap reduction for presentation at its monthly meetings. The foundry superintendent gave the first address, dealing with two of the company's products, soil pipe and fittings. For demonstration purposes he displayed some scrap fittings and explained why they were defective. At the next meeting a foreman spoke on universal fittings; he also displayed defective castings and outlined the causes of their unsatisfactory condition. Both speakers emphasized that quality workmanship is necessary in order to retain customers and expand markets. Delivery of defective products, it was pointed out, will involve lost time and added expense to customers and seriously damage the company's reputation. The three employees on this committee are delegated by Local 3239 United Steelworkers of America (CIO-CCL).

The Conservation sub-committee of the LMPC at Canadian Car & Foundry Limited's automotive division, Fort William, Ont., is holding a series of meetings with foremen and leadhands in a campaign to reduce waste and conserve tools. The sub-committee first collects facts and figures on wastage and tool losses in each department in turn, then calls a meeting of the department's foremen and leadhands. There a chairman, a member of the sub-committee or one of the foremen, outlines the purpose of the meeting and leads a discussion on ways and means to combat waste and tool loss. Soon after the series of meetings was begun, it was noticed that employees became more interested in the conservation problem. Two AFL-TLC unions participate in this LMPC: Lakehead Lodge No. 719, International Association of Machinists, and Local 81, Office Employees' International Union.

A meeting of the LMPC at Firth Brown Tools (Canada) Limited, Galt, Ont., was devoted to a discussion of scrap reduction. The meeting opened with the presentation by the Superintendent of a detailed analysis of material scrapped during the previous two months. Representatives then discussed the problem from all angles and offered several recommendations for its solution. Employee members of this committee are delegated by the United Steelworkers of America (CIO-CCL).

* * *

An LMPC which continued to meet throughout a change in company ownership and bargaining agents has recently completed four years of successful operation. The committee is the one in The McLagan Furniture Company (Canada) Limited, Stratford, Ont., formerly the Stratford Chair Company, where the International Woodworkers of America (CIO-CCL) absorbed the National Union of Furniture Workers (CCL), which was the bargaining agent when the LMPC began operations. During the four-year period, labour-management relations have been excellent and many worthwhile suggestions on production efficiency have come from LMPC meetings.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Collective bargaining between the two major railways and labour organizations representing employees in the railway running trades was concluded during March.

Two important settlements were facilitated by Conciliation Officers.

Introduction

The last issue of the LABOUR GAZETTE reported the consummation of certain agreements between railway labour organizations representing employees in the running trades and the Canadian National Railways and the Canadian Pacific Railway Company for different regions of the two companies. During March direct negotiations continued between the running trade unions and the railways and, by the beginning of April, it was announced that collective bargaining had been completed and agreements signed covering all regions of railway operations.

The new agreements between the railways and the Brotherhood of Locomotive Engineers provided for an increase of 11 per cent in basic wage rates. On the Prairie and Pacific regions of the companies, this increase was retroactive to December 1, 1950, while on the Central and Atlantic regions of both companies the effective date of the increase was March 1, 1951.

Wage increases retroactive to December 1, 1950, were also provided for in collective agreements for all regions of the Canadian National Railways and Canadian Pacific Railway Company covering those classes of service represented by the Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen and the Order of Railway Conductors. In general, the wage and rule adjustments for these classes of employees were equivalent to 14·5 cents per hour. Certain minor changes were made in several working rules.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

During March the Minister of Labour appointed a Conciliation Officer to deal with a dispute between the Polymer Corporation Limited, Sarnia, Ont., and Local 14, United Gas, Coke and Chemical Workers of America. A mutually satisfactorily settlement of the dispute was secured by the Conciliation Officer and a new collective agreement was signed between the parties on March 20, 1951. Among other things, the new agreement provided for increases in hourly rates of pay representing a 12 per cent increase in the former rates. Approximately 1,000 employees of the company were affected.

A second important dispute, among six to which the Minister of Labour assigned Conciliation Officers during the month of March, was between the Shipping Federation of Canada, Inc., and Local No. 375, International Longshoremen's Association. This dispute, which involved the wages and working conditions of some 3,200 longshoremen at the Port of Montreal, was settled by the Conciliation Officer during the early part of April. Under the terms of the settlement, the parties agreed to an increase of 15 cents per hour in the basic wage rate; payment for a minimum of one hour when employees are called for work at one p.m. and no work is available; and a reduction from 2,000 pounds to 1,800 pounds in the weight to be placed in slings during the unloading of ships.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of March. The Board issued seven certificates designating bargaining agents and rejected three applications for certification. During the month, the Board received 10 applications for certification, and one application for certification was withdrawn.

Applications for Certification Granted

1. The Railway Station Restaurant Employees' Local 526 (Montreal) of the Hotel and Restaurant Employees and Bartenders International Union, on behalf of a unit of employees of the Canadian Pacific Railway Company, employed in the station restaurant, coffee shop (including snack bar), and buffet located in the station concourse, Windsor Station, Montreal (L.G., March, 1951, p. 346).

2. Division No. 282, Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of garage employees of Quebec Central Transportation Company, Sherbrooke, Que. (L.G., April, 1951, p. 502).

3. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of locomotive engineers, handling steam or other classes of motive power, employed by the Canadian National Railways in its Atlantic Region, Newfoundland District (L.G., April, 1951, p. 501).

4. Local No. 955, International Union of Operating Engineers, on behalf of a unit of employees of the Canadian National Railways employed in the Engineering Department of the Macdonald Hotel, Edmonton (L.G., Jan., 1951, p. 55).

5. The National Catholic Longshoremen's Syndicate of Sorel, Inc., on behalf of longshoremen regularly employed by the Eastern Canada Stevedoring Co., Limited, in the loading and unloading of ships and vessels at Sorel, Que. (L.G., April, 1951, p. 502).

6. Local 38-163, International Longshoremen's Association, on behalf of a unit of employees of General Sea Transportation Limited, Vancouver, comprising coastwise longshoremen employed in loading and unloading the coastwise vessel, ss. *Northern Express* (L.G., April, 1951, p. 502).

7. Malt and Grain Process Workers, Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of the Red River Grain Company, Limited, comprising

employees at the Company's elevator, feed mill and warehouse, and seed cleaning plant, located at Dupuy Street, St. Boniface, Man., and at the Company's elevator located at Archibald Street, St. Boniface, Man. (L.G., April 1, 1951, p. 502).

Applications for Certification Rejected

1. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and the Canadian Pacific Railway Company (Prairie and Pacific Regions), respondent (L.G., Dec., 1950, p. 2051) (See Reasons for Judgment below).

2. The Brotherhood of Locomotive Engineers, applicant, and the Canadian National Railways (Atlantic Region, Newfoundland District), respondent (L.G., April, 1951, p. 501). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. The Seafarers' International Union of North America, Canadian District, applicant, and the Victoria Tug Company, Limited, Victoria, B.C., respondent (L.G., April, 1951, p. 501). The application was rejected for the reason that it was not supported by a majority of the employees affected.

Applications for Certification Received

1. The Canadian Tankermen's Union, on behalf of unlicensed personnel employed by Shell Canadian Tankers Limited, Toronto (Investigating Officer: C. E. Poirier).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of clerical employees of the Canadian Pacific Railway Company, employed in the Windsor Street Station Ticket office, Montreal (Investigating Officer: C. E. Poirier).

3. Local No. 882, International Union of Operating Engineers, on behalf of a unit of employees of Canadian Pacific Air Lines, Limited, employed in the operation and maintenance of the Company's steam plant at Vancouver Airport, Sea Island, B.C. (Investigating Officer: D. S. Tysoe).

4. The Brotherhood of Railway and Steamships Clerks, Freight Handlers, Express and Station Employees, on behalf of five units of employees engaged in the loading and unloading of freight cars, trucks, and vessels in the Port of Quebec and employed by (1) Robin Hood Flour Mills Limited; (2) W. G. McCauley; (3) Clarke Steamship Company, Limited; (4) Albert G. Baker Company, Limited, and (5) Anglo-Canadian Pulp and Paper Mills Limited (Investigating Officer: L. Pepin).

5. Malt and Grain Process Workers, Local No. 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of units of employees of (1) the St. Boniface Grain and Feed Company, Limited, Winnipeg, and (2) Midland Flour Mills Limited, St. Boniface, Man. (Investigating Officer: J. S. Gunn).

Application for Certification Withdrawn

The National Association of Marine Engineers of Canada, Inc., applicant, and the British Columbia Steamships Co. Ltd., Vancouver, respondent (L.G., April, 1951, p. 502).

REASONS FOR JUDGMENT in application for certification affecting

Brotherhood of Locomotive Firemen and Enginemen, *Applicant,*
and
Canadian Pacific Railway Company, *Respondent,*
and
International Brotherhood of Locomotive Engineers, *Intervener.*

This is an application for the certification of the Applicant as bargaining agent for a unit of employees of the Respondent described as a craft unit composed of locomotive engineers handling steam or other classes of motive power, employed on the Canadian Pacific Railway in its Prairie and Pacific Regions.

The Wartime Labour Relations Board upon the application of the International

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills, A. R. Mosher, G. Picard, and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

Brotherhood of Locomotive Engineers, now the Intervener, certified officers of that organization and the Intervener as bargaining representatives of locomotive engineers handling steam or other classes of motive power employed as such in Canada by the Canadian Pacific Railway (including the Quebec Central Railway) under date of March 8, 1946, pursuant to the Wartime Labour Relations Regulations.

The certification thus granted to the Intervener has continuing force and effect under the Industrial Relations and Disputes Investigation Act by virtue of section seventy-two of the said Act.

In effect by this application the Board is asked to divide the craft unit which the Wartime Labour Relations Board found to be appropriate for collective bargaining in 1946 into two territorial units of the same craft.

Prior to certification in 1946, the Intervener had represented the locomotive engineers covered by that certification for many years.

The Applicant claims in support of the present application that since certification in 1946 the Intervener has divided its jurisdiction in respect of the craft group into two bargaining units, one for the Eastern Region and one for the Western Regions of the Railway, that this territorial demarcation is still in force, and that there are two separate collective agreements between the Intervener and the Respondent in force, namely an agreement covering engineers employed in the Eastern Region, dated May 25, 1950, and one agreement covering engineers employed in the Western Regions, dated October 17, 1949.

The Applicant also referred to subsection four of section seven of the Act, which provides that where there is an existing collective agreement covering employees in a proposed bargaining unit, the application for certification may not be made until after the expiry of ten months of the term of the agreement without the consent of the Board. The Applicant submitted that in view of the several collective agreements covering employees in the existing bargaining unit bearing different dates, this provision would in effect debar the Applicant from making an application for certification covering all engineers in the existing unit, and indicated that this was one factor influencing its decision to confine the present application to locomotive engineers in the Western Regions.

The Intervener points out that at the time the Wartime Labour Relations Board found the existing unit to be appropriate in 1946, there were three separate collective agreements in effect between the Intervener and the Respondent, namely:—

1. Canadian Pacific Railway (Western Lines)—effective April, 1929;
2. Canadian Pacific Railway (Eastern Lines)—effective February 1, 1929;
3. Quebec Central Railway—effective May 1, 1936;

that this information was before that Board in making its decision, and that bargaining between the Intervener and the Respondent in respect of employees in the craft unit is conducted on the same regional basis now as at that time simply as a matter of mutual convenience. The Intervener submits, therefore, that the existence of two or more collective agreements at the present time has no more significance today than at the time the existing certificate was issued to it in 1946.

The Board is of opinion that ordinarily it is not conducive to stable labour relations or orderly collective bargaining negotiations to subdivide a well-established craft unit of employees of an employer found to be an appropriate unit by the Board into several units consisting of segments of the same craft group of employees. Consequently, in any particular case where it is sought to do this, convincing grounds for so doing should be established.

In the present case, it does not appear to the Board that the facts which are put forward by the Applicant as grounds for breaking down the existing craft unit differ materially from the facts which were put before the Wartime Labour Relations Board at the time that board determined that the existing craft unit was appropriate for collective bargaining. The fact that the Intervener and the Respondent have found it mutually desirable to continue the practice followed prior to the existing certification of completing separate agreements on a territorial basis covering employees in the unit is not in itself, in the opinion of the Board, a sufficiently convincing reason for splitting the bargaining unit at this time.

Regarding the concern of the Applicant arising from the differing effective dates of the several collective agreements, the Board has authority under subsection four of section seven of the Act to give leave to any applicant to make an application for certification before the expiration of ten months of the term of the existing collective agreement if, in its opinion, the circumstances so warrant. Consequently, the Applicant may have recourse to this provision to obtain the consent of the

Board to the making of an application for certification where, as in the present case, the existence of more than one collective agreement with different effective dates covering groups of employees within an established bargaining unit would otherwise operate as a bar to an application for certification.

As the Applicant has not satisfied the Board that the existing craft unit found appropriate by the Wartime Labour Relations Board should be sub-divided on a territorial basis, the application is rejected.

(Sgd.) A. H. Brown,
Vice-Chairman and Acting Chairman for the majority of the Board.

I dissent:

(Sgd.) W. L. Best,
Member.

W. G. Graham, Esq.,
W. L. Druce, Esq.,
T. Richmond, Esq.,
for the Applicant.

J. R. Kimpton, Esq.,
for the Respondent.

J. B. Ward, Esq.,
G. McDonald, Esq.,
for the Intervener.

Dated at Ottawa, March 15, 1951.

Dissenting Opinion of Mr. W. L. Best

This is an application for certification of the Brotherhood of Locomotive Firemen and Enginemen as bargaining agent for a unit of employees of the Respondent composed of locomotive engineers handling steam or other classes of motive power on the Canadian Pacific Railway operating through its Prairie and Pacific Regions.

In the Reasons for Judgment of the majority of the Board (from which I dissent), unusual emphasis is placed upon certain considerations which seem to form the basis for that Judgment—and rejection of the application—chief among which are: Certification of the Intervener by the Wartime Labour Relations Board in March, 1946, as bargaining agent of locomotive engineers handling steam and other classes of motive power in Canada on the CPR; that the certification thus granted to the Intervener has continued in force under the Industrial Relations and Disputes Investigation Act by virtue of section seventy-two of the Act; that prior to certification in 1946, the Intervener had represented locomotive engineers covered by the certification for many years; that, in effect, by this application the Board is asked to divide the craft unit which was found to be appropriate for collective bargaining in 1946 into two territorial units of the same craft; and finally, that "As the Applicant has not satisfied the Board that the existing craft unit found appropriate in 1946 should be sub-divided on a territorial basis, the application is rejected."

A few pertinent facts of record may serve as sufficient reply to the major considerations above cited.

Representations and evidence submitted before the Board in support of the application seemed to be both sound and logical; also quite in harmony with Section 7 and other relevant provisions of the Act. From that evidence the applicant claimed "to have as members in good standing a majority of employees" covered by the application. Moreover, the Applicant assumed that the Board would afford reasonable opportunity, by ordering a vote of the eligible employees, which of the two unions those employees desired to have represent them. This, in my opinion, is one of the primary and essential functions of the Board, namely to determine by a vote taken the designated and authorized *representative desired by the employees* in any craft or class in an industry or public utility, when a dispute arises among them. Why the Board did not order a vote of the eligible employees concerned, *as requested by the Intervener and concurred in by the Applicant,* is rather difficult to understand, especially as that has been the usual method employed in similar cases where there was any doubt as to the relative membership standing. In other words, the fact that a collective agreement has been in effect "for many years", whether or not the union holding that agreement has been certified, is not in itself a guarantee that such agreement shall run in perpetuity, especially when another union is able to establish by an orderly vote of the eligible employees its right to make and hold an agreement.

In my opinion, membership figures submitted by the Applicant justified the taking of a vote; but leaving those figures aside, for the present, those submitted by the Board's Investigating Officer show: A total of 1,448 eligible employees; and of those the Applicant claimed as members in good standing 896, and the Intervener (B of LE) claimed 980; but it also shows 444 eligible employees who were members in good standing in both organizations. To have ascertained by a vote of all eligible employees *the expressed desire of those 444*

persons seemed but simple justice to all eligible employees, as well as to the Applicant.

To illustrate the ultimate change in collective agreements in effect "for many years", these may suffice. For several years the Order of Railway Conductors held collective agreements for road conductors on the Michigan Central Railroad, the Père Marquette Railroad, and the Wabash Railroad, all operating in Canada. Pursuant to application to the Wartime Labour Relations Board, the Brotherhood of Railroad Trainmen was certified as the bargaining agent for road conductors on these three properties, on July 20, 1945. Likewise, on the Canadian Pacific Railway the Order of Railway Conductors held the collective agreements for road conductors, for a period of about a half century. Pursuant to application to the Wartime Relations Board the Brotherhood of Railroad Trainmen was certified as bargaining agent for road conductors on Eastern Lines of the CPR, on February 2, 1945, and for road conductors on Western Lines of the CPR, on January 15, 1947. These, and many other instances which might be given, clearly show that where the right of a vote is given to employees concerned in an application, an existing agreement *is not a bar* to certifying another union that is able to establish as a result of that vote that it has as members in good standing a majority of the employees.

In a recent application by the Intervener (B of LE), for certification as bargaining agent for locomotive engineers on the Newfoundland Railway (on which property the B of LF & E, has always held the collective agreement for locomotive engineers, firemen and hostlers), the Board accorded the Applicant the privilege of having a vote taken, notwithstanding clear evidence being produced that the union holding the collective agreement had as members in good standing a majority of locomotive engineers employed on that property. Evidently a doubt existed, hence a vote was ordered to be taken, that vote resulting in the rejection of the application. Other instances might be given to indicate that there is no uniform policy or practice which interferes with or makes impracticable the sub-dividing of portions of an industry, especially in a public utility, for purposes of collective bargaining. As above indicated, this is particularly true when a majority of employees in a region or territorial section of that utility have expressed a preference for representation by another organization.

To briefly summarize the foregoing, it is respectfully submitted:—

(1) That the right of representation for purposes of collective bargaining should be determined by a vote of eligible employees concerned.

(2) That the practice of sub-dividing a portion of an industry or territory of a public utility is not new, but has passed the experimental stage.

(3) That the Applicant union is both competent and appropriate for purposes of collective bargaining (It now holds agreements for engineers to the number of ten in Canada and 150 in the United States).

(4) That to have rejected the Application for the reason stated in concluding paragraph of Judgment, before a vote of eligible employees had been taken and result announced, was entirely premature.

(Sgd.) W. L. Best,
Member.

Dated at Ottawa, March 15, 1951.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During the month of March, the Minister of Labour appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Local 14, United Gas, Coke and Chemical Workers of America, applicant, and Polymer Corporation Limited, Sarnia, Ont., respondent (Conciliation Officer: H. Perkins). Later in the month, the Conciliation Officer reported the settlement of all matters in dispute.

2. Hull City Transport Employees' Syndicate, applicant, and Hull City Transport Limited, Hull, P.Q., respondent (Conciliation Officer: L. Pepin).

3. The Flin Flon Transportation Workers' Federal Union No. 272, applicant, and Northern Bus Lines Limited, Flin Flon, Man., respondent (Conciliation Officer: R. H. Hooper).

4. Local No. 375, International Longshoremen's Association, applicant, and the Shipping Federation of Canada, Inc.

(Longshoremen, Port of Montreal), respondent (Conciliation Officer: R. Trépanier).

5. Local No. 6, Radio and Cables Department, Canadian Communications Association, applicant, and the Canadian Overseas Telecommunication Corporation, respondent (Conciliation Officer: L. Pepin).

Conciliation Board Appointed

On March 21, the Minister appointed a Board of Conciliation and Investigation to deal with matters in dispute between Canada Steamship Lines, Limited, and the Brotherhood of Railway and Steamships Clerks, Freight Handlers, Express and Station Employees, affecting waterfront freight handlers at Fort William and Port Arthur. The Board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., April, 1951, p. 502) and was fully constituted on the same date with the appointment of His Honour Judge A. H. Dowler, Port Arthur, Ont., as Chairman. Judge Dowler was appointed by the Minister on the joint recommendation of the other two members, A. F. Hawkins and Alex Anderson, both of Fort William, who had previously been appointed on the nominations of the company and union respectively.

Conciliation Board Reports Received

1. On March 6, the Minister received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Canada Coach Lines Limited, Hamilton, and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Feb., 1951, p. 193). Minority recommendations were received from the company's nominee. The texts of the report of the Board and of the minority recommendations are reproduced below.

2. On March 19, the Minister received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Alberta Wheat Pool and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., April, 1951, p. 503). The text of the Board's report is reproduced below.

REPORT OF BOARD in dispute between

Canada Coach Lines Limited, Hamilton,
and
Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

To the Hon.
The Minister of Labour:

Members of Board

His Honour Judge R. Stewart Clark, Chairman.

Mr. A. F. MacArthur, Union Nominee.

Mr. R. V. Hicks, Company Nominee.

Appearances

For the Union

Messrs. C. L. Dubin, K.C., Counsel; James McGinnity, International Representative; Russell Parkinson, President of the Local Union 1454; Murray Johnson, Secretary; John Statts, Vice-President, and A. Grieve.

For the Company

Messrs. N. L. Mathews, K.C., Counsel; Francis Farwell, President; C. J. Gravelle, General Manager; John McColl, Assistant to the General Manager; C. H. Abray, Manager of Mechanical Department; F. W. Lake, Personnel Manager; J. J. Wall, Comptroller; and John Rae, Consultant Economist.

On March 6, 1951, the Minister of Labour received majority and minority reports from the Board of Conciliation and Investigation appointed to deal with a dispute between Canada Coach Lines Limited, Hamilton, and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., Feb., 1951, p. 193).

The Board was composed of His Honour Judge R. S. Clark, Guelph, Ontario, Chairman; R. V. Hicks and A. F. MacArthur, both of Toronto, members appointed on the nominations of the company and union respectively.

The texts of the Board's majority and minority reports are reproduced herewith.

Hon. Sir:

Pursuant to my appointment by you as Chairman and Third Member of the Conciliation Board in the above matter, dated December 14, 1950, after consultation with the other members of the Board and

through them, with the parties, I duly convened the first sittings of the Board at the Court House in the City of Hamilton on Monday, January 15, 1951, and continued on the following day and also on the 29th and 30th of the said month, on which days the submissions of the parties were heard and attempts made to reach agreement on the various matters in dispute. At these meetings, the above named representatives attended before the Board and participated in the representations made.

Having failed to reach agreement as a result of the meetings above mentioned, the Board met further on February 9 and February 14 to review the evidence and to attempt to reach agreement on the findings of its individual members so that recommendations of a constructive nature might be made to you which we felt would assist in solving the difficulties which have arisen between the parties.

While the Board is unanimous on many of the issues, its members are divided on some and it has been considered advisable to put forth the views of the Chairman and permit the members to concur in those issues in which they are in agreement and to attach dissenting comments on those issues on which they entertain views different to mine. In view of the nature of the submissions made, it has also been considered advisable by the Board to divide the report into three parts, namely: (I) Matters relating solely to the operators' hourly rates of pay; (II) Matters relating to the demands of all other employees other than drivers; and (III) Matters of mutual concern to all employees.

PART I

Operators.—The operators, or bus drivers, requested an increase in hourly rate of pay of 23 cents per hour. Their rate at the present time is $1.04 per hour, and they are paid this rate during all the time they are on duty. There are, according to the evidence, several phases included in a normal day's work of the average operator which make up what is referred to as a "pay hour". These phases include Driving Time, Layover Time, Loading Time, Reporting Time, and Deadhead Driving.

The Union submitted comparative rates paid to drivers in competitive companies operating in Ontario which tended to show that the rates of Canada Coach Lines were lower than other companies whose rates ranged from $1.20 per hour to $1.40 per hour. Further submissions by the Union contended that, due to the high wage level existing in the City of Hamilton and the sharp rise in the Cost-of-Living Index since their last adjustment in wage rates, their demands were justified.

The Company in the course of their submission, filed a written brief which was supplemented by numerous exhibits setting out in detail much valuable information as to operation of the company.

One of its main contentions, in answer to the demands of the Union, was, that while its hourly rates to drivers may be lower, layover time and all other phases of the "pay hour" were paid for at the full rate of $1.04, and that in effect, they were paying full wages to operators at times during their work period when they were idle and they pointed out that they were the only company operating who recognized the full time payment system. Other comparable companies, according to their exhibits filed, either followed the practice of paying one-half time for layover periods or paid their drivers on a mileage basis.

The Company contended that it operated with a higher percentage of layover rate than any of its competitors, and in their exhibit No. 47, pointed out that it amounted to over 30 per cent of the total time served. In exhibit No. 28, the Company pointed out by means of a table, that only 63·1 per cent of the total pay hour was driving time, and it argued that the cumulative time of all other operations amounting to 36·9 per cent constituted layover time. It expressed readiness to adopt a substantial increase in time occupied in driving alone if the remaining time were reduced to one-half the rate for driving time.

I find myself unable to agree with the argument put forth by the Company that over 30 per cent of the pay hour is at present layover time. Its exhibit No. 28 divides the pay hour as follows:—

	Per Cent
Deadhead Driving.....	2.43
Reporting Time.....	6.15
Loading Time.....	10.96
Layover Time.....	17.36
Driving Time.....	63.10
Total Pay Hour.....	100.00

It seems to me that the test to be applied is whether the operator is actively in charge of his vehicle and whether he is doing something that may be in preparation for a trip. It would, therefore, seem proper that neither reporting time or loading time should be included in the category known as layover time and in order to

clarify the definition of layover time, I would suggest the following wording be inserted in the agreement.

> Layover Time shall include Deadhead Driving and shall mean that portion of time spent in the exclusive employ of the Company when the operator has completed a run from one destination to another and having unloaded his bus and parked it and having no other duties to perform is awaiting the commencement of his duties preparatory to embarking on another run.

If this definition is adopted by the parties, it will provide a proper basis for distinction between the operations involved and at the same time will serve to show that the percentage claimed by the Company as layover is considerably reduced. In proceeding on this basis, it is evident that while there is nothing being done by the operator during layover time that will produce revenue for the Company, it is also evident that having regard to the nature of the industry an operator who is engaged in layover is unable to augment his income by doing any other work during such period. The transportation industry is governed largely by the needs of the travelling public and schedules must be arranged in such a way that neither the employer or employee have control over the problem of layover time.

Having regard to this feature, I am of the opinion that there should be a differential in the rates paid for operating time and layover time as above defined, and I would recommend that all time worked by bus drivers engaged on any of the Company's scheduled routes or charter runs, including reporting time and loading time, be paid at the rate of $1.20 per hour and that all layover time, as defined above, be paid at the rate of $1 per hour.

In their submissions, the Union has asked for guaranteed hours for spare drivers. I believe the Board fully recognizes the need for some assurance of work for those who are not on regular runs, and it is therefore recommended that 72 hours work be guaranteed to spare drivers for each day period, and that this guarantee be in lieu of call up pay and on the understanding that the spare drivers are available and report regularly for work.

Mileage Logs.—The Board appear to be unanimously in favour of the request that when Mileage Logs are being made, a representative of the local Union will be notified and permitted to accompany the representative of the Company and it so recommends.

PART II

Cost Matters Relating to All Employees other than Bus Operators.

Wages.—As in the case of the operators, the Union asked for an increase to all employees of 23 cents per hour and used the same arguments, namely: comparisons with other competitive companies and the desire for a rise in the standard of living to meet the increasing Cost of Living and having regard to the recommendation made in respect to bus operators, I recommend a general increase to all employees covered by the agreement other than the bus operators referred to, of 15 cents per hour.

Overtime for Garage Employees, Including Premium Pay for Sundays and Off Days.—It is the understanding of the Board that the Company has agreed to the establishment of a standard 40-hour work week. Accordingly I believe it to be the view of the whole Board that such standard work week should be achieved and proceeded with without delay and that the parties then negotiate further as to all of the mechanics involved in such change, including overtime premium payment. Failing mutual agreement, the Board recommends for the consideration of both parties, the adoption of the provisions of Clauses numbered 85, 86, and 87 of the agreement, dated October 1, 1949, between The Toronto Transportation Commission and Division 113, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

Paid Statutory Holidays.—The very nature of the transportation industry wherein the travelling public must be served at all times, gives rise to serious thought in respect to Statutory Holidays. Transportation facilities must be continued on these days as well as on regular days. After careful thought and having regard to all the circumstances, I am of the opinion that four statutory holidays to be chosen by agreement, should be paid for at straight time when not worked, and that four statutory holidays if worked, should be paid for at one and one-half times the hourly rate.

Off Shift Premium.—I believe it to be the unanimous opinion of the Board that there is need for recognition of a differential for those employed other than operators on the evening or night shift, and that there should be a premium of 3 cents per hour paid to employees on the evening shift, and a premium of 5 cents per hour on the night shift.

Coverage for Ticket Clerks.—The Union has asked for some protection against loss by ticket clerks to the amount of $50 per annum. While no further submissions were made to the Board, I am of the opinion that some consideration should be given to these particular employees because of unusual conditions at rush hours and week ends, at which times they are required to combat confusion due to large and sometimes inconsiderate and impatient crowds. I would therefore recommend that ticket clerks be covered against loss in the amount of $30 per annum, and that any surplus or coverages be returned to the Company.

Meal Allowances and Pass Privileges.—After full discussion on both of these matters, I am of the opinion that the Board is not prepared to make any recommendations in respect to them.

PART III

Matters of Mutual Concern to All Employees.

Union Security.—One of the principal items under this heading is the matter of Union Security. The present Union was certified by the Canada Labour Relations Board on August 11, 1950, having replaced the Canada Coach Lines Independent Union which had been parties to collective bargaining agreements from 1943 to December 31, 1949. It is to be noted that the employees operated without a contract in the year 1950, and negotiations for the present proposed agreement have been proceeding since certification in August, 1950. Evidence was produced to show that of 295 eligible voters, 228 favoured the present bargaining agency, 35 were against, and 32 refrained from voting. Under previous agreements with the Independent Union, a Union Shop provision was in effect.

The Union requested at this hearing a Union Shop with a 30-day probationary period in effect before being required to join the Union. The Company on the other hand, filed an exhibit indicating that a majority of their competitors had agreements which provided for voluntary membership in the Union and that the only ones with a Union Shop were the Gray Coach Lines (TTC) who obtained a Union Shop in 1946 although a Union has been working with that Company during fifty-two years, and the Eastern Canada Greyhound Lines which has had a Union Shop since 1949 and has been working with the Company for one year.

After earnest and careful searching for a solution of this problem, I am led to the conclusion that certain important features must be considered. For the Union's contention, it can be said that in so far as their employees are concerned, over 52 per cent have been in the service over five years and therefore have lived under the Union Shop plan as have a proportion of the 44·7 per cent who have been in the Company's employ from six months to four years. This is set out in the Company's exhibit No. 4. It is therefore contended by the Union that anything less than a Union Security provision would be a retrograde step in their relations with the Company. On the other hand, the Company argues that their position is greatly embarrassed by the fact that if a Union Shop were granted at once, it would give to the Union what the employees of the Hamilton Street Railway, a sister organization, whose directorate and control are closely associated, took almost half a century to achieve. It seems to me that a Union should undergo some sort of probationary period in the same manner as an individual employee and that its relationship with the Company should be tested in the same manner as that of an employee. Having regard, however, to the peculiar situation existing in this particular case, I am inclined to think that the Union has passed the preliminary stages of relationship and should not be expected to start at the bottom of a ladder of full recognition.

I would therefore recommend a modified Rand Formula which would provide that all persons who were not now members of the Union need not join nor remit moneys equivalent to dues, but that all employees within the bargaining unit who were now members must remain members as a condition of their employment and that their dues be remitted monthly to the secretary of the Union. After a probationary period of sixty days, all new employees must either join the Union and pay their monthly dues, or, in the alternative, consent to a deduction from their wages of an amount equivalent to the monthly Union dues, such amount to be forwarded by the Company to the Secretary of the Union either as dues or as a contribution for Union purposes and such consent to such deduction to be a condition of employment.

I also suggest that with a view to achieving a Union Shop within as short a time as is feasible, the Company might agree to a clause which recognizes that for the establishment of better relations with the Union that progressive steps toward a Union Shop might be favourably considered with the renewal from year to year of their agreement.

Having carefully examined clause 303 of the proposed agreement in regard to intimidation, I can see no reason for any change therein.

Arbitration.—Clause 601 (C) refers to the appointment of a third arbitrator. Considerable discussion took place in regard to the qualification of a Chairman. Having regard to the views submitted, I recommend that a clause be adopted which provides that the Minister of Labour shall have power on the application of either party, to appoint as a third arbitrator and chairman, some person who, in his discretion, shall be capable of so acting, and that the appointment shall not be restricted to members of one particular field or profession in order that there be some flexibility of choice where the appointment of a technical expert is required.

Seniority.—During the course of the submission, the Company made it clear that they would have to curtail their operations rather than extend them by acquiring other lines, and if this be the case, the Union's fear of employees from acquired lines cutting in on their seniority seems groundless and I recommend that this matter be left for further discussion if the matter arises. I make no recommendations in regard to changes in the wording of the remaining seniority clauses suggested in the draft agreement.

Strikes and Lockouts.—I make no recommendations in regard to these clauses.

Rights and Privileges.—The Union has asked for a clause to be inserted in the agreement providing for all rights and privileges now enjoyed by the employees to be continual.

The relationship between the employees and the management appears to have been extremely good over a period of years and it would appear to me to be quite unnecessary for such a clause to be included in the agreement and it might lead to many a misunderstanding which does not now exist.

Retroactivity.—According to the evidence the Union was certified on August 11, 1950, so that approximately six months have elapsed since it was first entitled to negotiate on behalf of the employees involved. Bearing in mind the impracticability of applying the new dual wage structure retroactively, I feel that a lump sum payment should be made in lieu thereof. After giving considerable thought as to the amount which might be recommended, it would appear that the sum of $50 payable to each employee presently on the payroll of the Company, or a proportion thereof if engaged since August 11, 1950, would be most fair and adequate. I have reached this amount on the basis of taking twelve weeks approximately, or one-half of the time elapsed since the Union was certified, at approximately 8 cents per hour (actually 7·7 cents), for a 54-hour work week. Bearing in mind that negotiations concerning first agreements usually take a month to three months, and that this would represent an adjustment equivalent to approximately one-half of the general increase being recommended by the Board, I feel that it should be fair to both parties.

In submitting the above report, may I take this opportunity to express the gratitude of the members of the Board for the able manner in which the briefs were submitted by both parties which greatly assisted us in our deliberations.

All of which is respectfully submitted.

Dated at Guelph, this 22nd day of February, 1951.

(Sgd.) R. Stewart Clark,
Chairman of the Board.

(Sgd.) A. F. MacArthur,
Member of the Board.

Member of the Board.

Minority Report

Hon. Sir:

As a member of the Conciliation Board herein, I beg to submit the following Report:—

I have had the privilege of reading the recommendations of His Honour Judge R. Stewart Clark, Chairman of the Board. I am pleased to concur with all of the Chairman's recommendations with the exception of those concerning Paid Statutory Holidays, Coverage for Ticket Clerks, and Union Security. I regret that I cannot adopt the Chairman's recommendations in respect to these three matters and I dissent therefrom with the greatest respect.

In connection with the Union's request for the payment to garage employees of Statutory Holidays when not worked, it must be borne in mind that it is inherent in the Company's operation to operate on Statutory Holidays (unlike manufacturing industry generally). In fact, due to extra traffic on holiday week-ends it is imperative for the Company to increase its facilities in order to provide efficient service to the public. It is my understanding that there is no general practice in the industry of granting pay for Statutory Holidays if

not worked. With these considerations in mind, therefore, I would recommend that the Company change its existing practice of paying straight time for Statutory Holidays worked by granting time and one-half for authorized work performed on four Statutory Holidays throughout the contract year.

The matter of Coverage for Ticket Clerks was not argued before the Board during the hearings herein. In these circumstances, it is my view that without any evidence being submitted on this point in support of the Union's request that no recommendation should be made thereupon.

In dealing with the Union's request for a Union Shop condition it is important to recognize that these proceedings concern the first Agreement between the parties since the Union was certified as recently as August 11, 1950. Further, while the last Agreement between the Company and The Canada Coach Lines Independent Union contained Union Shop provisions, these had only been conceded by the Company following several years' collective bargaining relationship between the parties. It should be noted in this connection that only nominal union dues at the rate of 50 cents per month were payable to the Independent Union.

A further important consideration in this regard is that on the basis of the evidence before the Board, Union membership or payment of union dues for the most part is on a voluntary basis throughout the industry. As a matter of fact, the voluntary revocable check-off was adopted within the last six months by another Hamilton Local of this Union and the Hamilton Street Railway Company, closely associated with The Canada Coach Lines, Limited, after half a century of collective bargaining relations. Having regard to these facts, I feel that anything further than a voluntary revocable check-off is unjustified and that the parties should be given the opportunity of maturing together in their relationship before any compulsory forms of Union Security are considered.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this 23rd day of February, 1951.

(Sgd.) Robert V. Hicks,
Member of Board.

REPORT OF BOARD in dispute between

Alberta Wheat Pool,
and
Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.

Hon. Milton F. Gregg,
Minister of Labour,
Department of Labour,
Ottawa, Ont.

Dear Sir:

Board members consist of—G. E. Street, Chairman; Mr. J. P. MacKenzie, Company's nominee; Mr. James Bury, Union nominee.

In the matter of wages a majority of the Board composed of Mr. J. P. MacKenzie and G. E. Street, Chairman recommends that an increase of 12½ cents per hour for all company employees working on an hourly basis and 7 per cent increase to all classifications working on a monthly basis.

A majority of the Board composed of Mr. James Bury and G. E. Street, Chairman recommends that the wages be made retroactive to December 1, 1950, on which date the agreement becomes effective.

Respectfully submitted.

(Sgd.) G. E. Street,
Chairman.

(Sgd.) J. P. MacKenzie,
Company Nominee.
(Sgd.) J. Bury,
Union Nominee.

On March 19, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Alberta Wheat Pool and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, affecting employees of the Pool in Vancouver (L.G., April, 1951, p. 503). The Board was composed of G. E. Street, Vancouver, as Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, and J. P. MacKenzie and James Bury, members appointed on the nominations of the employer and union respectively. The text of the Board's report is reproduced herewith.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Mining

Non-metallic Mineral Mining

THETFORD MINES, P.Q.—ASBESTOS CORPORATION LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE L'AMIANTE DE L'ASBESTOS CORPORATION LIMITED, INC. (NATIONAL SYNDICATE OF ASBESTOS WORKERS).

Agreement to be in effect from January 1, 1951, to December 31, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., April, 1950, p. 511) with the following changes and additions:—

Paid holidays: the number of paid statutory holidays is increased from 4 to 5.

Hourly wage rates are increased 15 per cent over the previous rates.

Escalator clause: the cost-of-living bonus is to be based on the Dominion Bureau of Statistics' cost-of-living index for November, 1950 (170·7), instead of on the index figure for January, 1949 (159·6), as in the previous agreement. The bonus will amount to 40 cents per week for every increase of one full point in the cost-of-living index above 170·7; it is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days (not less than 4 hours) and to the 5 paid holidays.

Off-shift differential: a provision that the company will pay a shift differential of 2 cents per hour to all employees working the afternoon shifts, and a shift differential of 3 cents per hour to those working the night shifts has been added.

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY, LIMITED, AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC. AND THE FEDERATION NATIONALE DES EMPLOYÉES DE L'INDUSTRIE MINIÈRE, INC.

Agreement to be in effect from February 1, 1951, to January 31, 1952, and thereafter from year to year, subject to notice. The agreement is similar to the one previously in effect (L.G., April, 1950, p. 512) with the following changes and additions:—

Paid holidays: the number of paid holidays is increased from 4 to 5.

Hourly wage rates are increased 15 per cent over the previous rates.

Escalator clause: the present agreement provides that a cost-of-living bonus of 40 cents per week shall be added to the above rates for every increase in the Dominion Bureau of Statistics' cost-of-living index of one full point above 170·7 (index figure for November, 1950), instead of 159·6 (index figure for January, 1949), as provided in the previous agreement. In the event that the index should exceed 170·7, the cost-of-living bonus is to be adjusted downward on the same basis. The bonus shall be calculated on a daily basis and shall apply only to normal working days and to paid holidays.

Night shift differential: a provision that the company will pay a premium of 2 cents per hour to all full time workers employed on the second shift and 3 cents per hour to those employed on the third shift has been added.

Metal Mining

FALCONBRIDGE, ONT.—FALCONBRIDGE NICKEL MINES LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 598.

Agreement to be in effect from September 12, 1950, to September 11, 1951. The company recognizes the union as the exclusive bargaining agent for all eligible employees. There shall be no discrimination against any employee because of his membership or non-membership in any lawful union or because of his race, colour, religious beliefs or political opinions.

Check-off: the company shall deduct during the life of the agreement, as a condition of each employee's continued employment, the monthly union dues from the pay of each employee and remit same to the union.

Hours: the company will, not later than 2 months after the date of the execution of the agreement, institute a new work schedule to provide for reducing the number of normally scheduled working hours in each succeeding 2 week work period to 88 hours. *Overtime:* time and one-half for work in excess of 8 hours in any day or for work in excess of the scheduled work week (except where such excess is due to regular change of shift); double time for work on 6 specified *paid holidays* (previous agreement provided for 4 paid holidays).

Vacations with pay: after one year's service one week, after 5 years' service 2 weeks and after 20 years' service 3 weeks.

Wages: the existing hourly wage rate shall be increased to such an amount as will ensure to each employee relatively the same pay for the 44-hour average week as he would have received had he worked the 48-hour week at the rate in effect prior to the effective date of the agreement. The increased rates shall come into effect as of September 12, 1950; they shall be further increased by 6 cents per hour, such additional increase to come into effect as of the date of the execution of this agreement.

Off-shift differential: employees shall be paid an off-shift premium of 4 cents per hour for work during the afternoon shift hours, 6 cents for work during the evening shift hours, and 8 cents per hour for work during the night shift hours, provided in each case that such off-shift hours were not scheduled for any other shift hours.

Apprentices: the company agrees to reimburse apprentices, who have successfully completed an approved course for electricians, machinists, plate workers or carpenters, an amount not exceeding one-half of the cost to the apprentice of such course, provided that the cost to the company shall be limited to $100 and that the apprentice is in the employ of the company on the completion of the course. The company will not hire or create any third or fourth classes of tradesmen: those who are presently in the third and fourth classes will be upgraded as they qualify and as vacancies occur.

Provision is made for *seniority rights, grievance procedure* and the establishment of a *Welfare Fund.*

Manufacturing

Vegetable Foods

CARDINAL, ONT.—THE CANADA STARCH COMPANY LIMITED AND THE UNITED FOOD PROCESSORS UNION, LOCAL 483.

Agreement to be in effect from January 1, 1951, to December 31, 1951, and thereafter from year to year, subject to 6 weeks' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees.

Check-off: there shall be a voluntary and revocable check-off of monthly union dues.

Hours: 8 per day, a 48-hour week. *Overtime:* time and one-half for work in excess of 8 hours in any one day or shift, for work on Sunday or the assigned day off, and on 7 specified *paid holidays* (previous agreement provided for 5 paid holidays).

Vacations with pay: 6 days after 1 year's service, 12 days after 5 years' service and 18 days after 25 years' service (the last provision is a new one). Where an employee has been absent without authorization in excess of one working day in each month, the excess will be deducted from the vacation to which he otherwise would be entitled.

Hourly wage rates for certain classes: for male employees: dry starch division—dry starch miller, cooker and acidifier, repairman (packaging), roll operator $1.11; cellar man (days), Hercules operator $1.06; hypochlorite operator, cellar man (nights) $1.02; leverman, blend and pack specialists, tester (starch control) 98 cents; pack and sew amijel, load kilns, blend celluloid and linit, utility work, Oswego press operator, unload and dump, sew bags, head barrels, packing bulk 94 cents; unload trays, tray repairs, car loaders, paper baler, general labour 90 cents; refinery division—convertor operator $1.11; pans operator, deodorizer operator, filter man, syrup line operator $1.06; centrifugal operator, kiln fireman $1.02; neutralizer operator, press operator, bone puller, syrup mixing 98 cents; repair barrels, stencil and truck cases, handle supplies (mazola), syrup packers 94 cents; seal cases and place on truck, store full barrels, unloading cans 90 cents; wet starch division—miller, feed house operator $1.17; oil expeller repairs $1.11; oil expeller operator, steepman, night utility mechanic $1.06; flusher, separator operator $1.02; silk repairman, press operator 98 cents; washing machine operator, silk washer, tank cleaner, load feed cars 94 cents; dump feed, press ragger, sweeper 90 cents; mechanical division—machinist (specialist), welder (certified) $1.30; machinist mechanic, pipe fitter mechanic, carpenter (specialist), boiler maker $1.23; tinsmith mechanic, welder, machine operator mechanic, chief oiler $1.17; carpenter mechanic, crane operator, blacksmith, rigger boss $1.11; machinist general, pipe fitter general, welder general $1.06; babbitman, oiler, tool crib attendant, beltman, improvers grade 2 $1.02; truck driver, track repair, improvers 98 cents; unload coal boats, signalman 94 cents, general labour 90 cents; females: dry starch division—wrapping machine operator 80 cents; machine operator (gloss pack), inspect packages, Miehle press operator, weigh laundry starch, line packages, fill packages 76½ cents; sweeper, bag cleaner 73½ cents; refinery division—label machine operator, operate expander, cappers on syrup line, capping mazola cans 76½ cents; handling cans to and from storage, general clean up 73½ cents; stores—seamstress 80 cents, assistant 73½ cents; apprentices—beginners 90 cents, after 8 months 94 cents, after 16 months 98 cents, after 24 months $1.02, after 32 months $1.06, after 40 months reclassification to occupation.

Shift differential: a shift bonus of 3 cents per hour will be paid to employees whose working hours rotate on regular shifts and employees working temporarily or permanently on second or third shifts.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

Textiles and Clothing

WINNIPEG, MAN.—GARMENT MANUFACTURERS ASSOCIATION OF WESTERN CANADA AND AMALGAMATED CLOTHING WORKERS OF AMERICA, LOCAL 459.

Agreement to be in effect from December 15, 1950, to December 14, 1951.

Union security: every worker covered by the agreement must be a member of the union in good standing, except in the case of learners and beginners who shall be given 6 weeks time to become members of the union. No worker shall be discriminated against for union activities and the union shall not require the discharge of any worker unless such worker is replaced by the union by another worker satisfactory to the manufacturer. No worker shall be allowed to change his or her position from one manufacturer to another without first receiving an express written permit from the union No manufacturer shall engage an experienced union employee unless the latter procures a working permit from the union; beginners may be hired without a permit. Whenever in need of a worker, a manufacturer shall apply to the union representative, who shall be given a reasonable time to supply a worker acceptable to the manufacturer. If the union is unable to supply such help, whether temporary or permanent, the manufacturer may secure such help but the latter must join the union within 6 weeks.

Check-off: each and every manufacturer agrees to deduct from the wages of each

union worker, covered by the agreement, the union dues and any initiation fee as well as such contributions as may be payable by the worker to the Garment Manufacturers' and Employees' Fund and to remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-quarter shall be paid for the first 4 hours of work in excess of 8 hours from Monday to Friday, time and one-half thereafter and for work on Saturdays and triple time for work on 7 specified *paid holidays* (previously time and one-quarter was paid for all overtime on Monday to Friday and double time for work on all Dominion and Provincial holidays, only one of them a paid holiday). There are to be two 10-minute *rest periods* (this is a new provision). During slack seasons each manufacturer "shall have the option of dividing the work so that each worker will receive approximately an equal amount of work or of dividing the hours on equal working time".

Vacations with pay: one week to employees with one year's continuous service of at least 1,800 hours of actual work; an additional week shall be given to employees with 2 or more years' continuous service who have worked at least 1,800 hours in each of such years.

Wage rates: the rate for first class cutters shall be $1 per hour to which shall be added 8 per cent plus 10 per cent of such rate; second class cutters $37 per week for the first and $40 per week for the second year; cutters' apprentices $26.50 per week by the end of the first, $28.50 by the end of the second, and $31.50 per week by the end of the third year; piece rates and time rates for single needle operators, special machine operators, folders, pressers, cleaners, examiners, bundle boys and service girls are increased 10 per cent over the 1947 rates. All these workers shall be paid an additional 5 per cent, provided they have worked the full 40 hours during the previous week. After the above pay system has been computed, all union employees shall be paid a supplementary 6½ cents per hour plus overtime (if any) on the 6½ cents. All learners shall be paid a minimum wage according to Government requirements.

Provision is made for the *settling of disputes, seniority rights* and the continuance of the *joint health insurance fund.*

Metal Products

BROCKVILLE, ONT.—PHILLIPS ELECTRICAL WORKS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 510.

Agreement to be in effect from October 22, 1950, to October 21, 1951, and thereafter from year to year, subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There will be no discrimination, intimidation or coercion because of an employee's membership or non-membership in the union.

Check-off: the company shall deduct monthly union dues and/or initiation fees from the pay of all employees who so authorize and remit same to the union. An employee shall have the right to cancel the authority for the check-off only during the last 7 days of the agreement year.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours' overtime after 8 hours' work in any one day, Monday to Friday inclusive, and for the first 12 hours' work on Saturday, double time thereafter and for work on Sundays and double time and one-half for work on 8 specified *paid holidays.*

Vacations with pay: one week after one year's continuous service, 2 weeks after 3 years' and 3 weeks after 20 years' continuous service; employees with 6 months' seniority will be entitled to 2 days, those with 8 months' to 3 days and those with 10 months' seniority to 4 days.

Hourly wage rates are increased by 8 cents. The starting rate for new male employees shall be 98 cents and that for new female employees 90 cents per hour, with an automatic increase of 5 cents per hour after 6 weeks. The rates for certain classes are: Rod mill division—manipulator $1.14 to $1.22; roughing mill operator, guide setter $1.06 to $1.12; furnace operator $1.04 to $1.10; coiler operator $1.04 to $1.09; stickers 98 cents to $1.15; truck drivers 98 cents to $1.09; bar handler, rod cropper, labourer 98 cents to $1.06; conveyor operator, furnace loader, rod washer 98 cents to $1.07; clerk, scrap bundler 98 cents to $1.08. Wire and cable division—annealing furnace operator, brazing operator, bunching machine operator $1.04 to $1.09; clerks, male 98 cents to $1.11, female 90 cents to $1; drawing machine operators $1.05 to $1.16, helpers 98 cents to $1.08; enamel machine operators $1.06 to $1.18; stranding machine operators 98 cents to $1.13; spooling machine operators 98 cents to $1.08; twisting machine operators 98 cents to $1.09; winding machine operators 90 cents to $1.09; spoolers (female) 90 to 96 cents; labourers 98 cents to $1.08. Telephone division—automatic screw machine operator and set-up man $1.16 to $1.25, buffing operators $1.04 to $1.13, hand screw and turret lathe operator $1.05 to $1.11; iron work layout man and operator $1.05 to $1.14; painters 98 cents to $1.12; plater $1.06 to $1.12; coil winders (female) 90 cents to $1.01; assemblers, male 98 cents to $1.09, female 90 to 97 cents; cable formers, male 98 cents to $1.08, female 90 to 97 cents; mechanical adjusters 98 cents to $1.09. Service departments—engineer (stationary) $1.11 to $1.43, electricians $1.04 to $1.31, blacksmith $1.07 to $1.14, carpenters $1.04 to $1.20, machinist $1.06 to $1.25, maintenance mechanic $1.17 to $1.42, roll turners $1.06 to $1.18, steam fitters $1.05 to $1.29, laboratory technicians $1.11 to $1.30, tool and die makers $1.15 to $1.52, tool crib attendant $1.06 to $1.12.

The matter of hourly wage rates may be opened for negotiation by either party on April 22, 1951, by giving from 15 to 30 days' notice. In addition, it may be opened once during the life of the agreement, on 15 days' notice by either party, if the Dominion Bureau of Statistics' cost-of-living index for any consecutive 2 months' period, after the expiry of 4 months from the date of signing of this agreement, shows a variation of not less than 5 points from 169·8. If either party avails itself of the right to open the matter of hourly wage rates on April 22, 1951, the party giving the notice shall not be entitled subsequently to reopen it again during the life of the agreement, unless the cost-of-living index for any consecutive 2 months' period after the expiry of 4 months from April 22, 1951, shows a variation of

not less than 5 points from the index figure to be published by the Dominion Bureau of Statistics in April, 1951. If, after 30 days of such negotiating, an agreement cannot be reached the matter will be arbitrated as provided in the agreement. The decision of the majority of the Arbitration Board shall be accepted by both parties.

A *night shift differential* of 10 per cent will be paid for night shift work.

Provision is made for the *safety and health* of the employees, *seniority rights* and *grievance procedure.*

MONTREAL, P.Q. — PHILLIPS ELECTRICAL WORKS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from October 22, 1950, to October 21, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between the company for its Brockville, Ontario plant and Local 510 of the United Electrical, Radio and Machine Workers of America, summarized above.

Hourly wage rates for certain classes: power cable department—cabling machine operator $1.10 to $1.17, helper 98 cents to $1.07; Cambric taping machine operator $1.04 to $1.09, dip tank operator $1.04 to $1.10, hammering machine operator 98 cents to $1.08, paper insulating machine operator $1.05 to $1.11, clerk 98 cents to $1.08; telephone cable department—belting machine operator, paper cutting machine operator, quadding machine operator $1.04 to $1.09; insulating machine operator, male (night only) 98 cents to $1.08, female 90 to 98 cents; clerk, male 98 cents to $1.08, female 90 to 97 cents; labourer 98 cents to $1.09; retest and repair man 98 cents to $1.08; spoolers 90 to 97 cents; telephone cable stranding machine operators $1.04 to $1.13, helpers, male 98 cents to $1.07, female 90 to 95 cents; twisting machine operator, male (night only) 98 cents to $1.08, female 90 to 97 cents; lead and impregnating department—impregnating tank operator $1.13 to $1.20; lead press operators $1.08 to $1.21, helper 98 cents to $1.07; lead press reeler $1.04 to $1.09; test department—inspectors $1.10 to $1.32, tester $1.06 to $1.13; service department — engineer (stationary) $1.06 to $1.18, electricians $1.04 to $1.18, fitters $1.11 to $1.35, maintenance mechanics $1.17 to $1.42, machinists $1.06 to $1.25; steam fitter $1.19 to $1.29, helper $1.05 to $1.11; carpenters $1.05 to $1.20, reel assemblers 98 cents to $1.11, stockkeepers 98 cents to $1.12; packing and shipping departments—labourers 98 cents to $1.08, shipping clerks 98 cents to $1.12.

MONTREAL, P.Q.—AMERICAN CAN COMPANY AND THE CAN WORKERS UNION, LOCAL 353 OF THE TRADES AND LABOUR CONGRESS.

Agreement to be in effect from December 1, 1950, to November 30, 1951, and thereafter from year to year, subject to notice, except that provisions regarding hours of work, overtime and premium compensation shall be effective from December 18, 1950. The Group Insurance Plan and the Pension Plan provided for under the agreement shall be effective until November 30, 1955, and shall not be subject to further negotiations prior to such date.

Union security: all employees who, 15 days after the effective date of the agreement, are members of the union in good standing and all those who become members thereafter, shall, as a condition of continued employment, maintain their union membership in good standing for the duration of the agreement.

Check-off: the agreement provides for a voluntary but irrevocable check-off of monthly union dues.

Hours: the standard work day shall be 8½ hours and the standard work week 42½ hours (previously 9 and 45 hours, respectively). *Overtime* shall be paid at time and one-half for work in excess of the above hours and for all work on Saturdays; double time for work in excess of 12 hours per shift and for all work on Sundays and on 8 specified holidays, 6 of which are *paid holidays* if they fall on a regularly scheduled work day.

Rest periods: all employees will be given two 15-minute relief periods during each scheduled shift.

Vacations with pay: one week to employees with one years' (1,700 hours) service with the company. Thereafter, employees will be granted one week if they have worked a minimum of 1,275 hours during the preceding calendar year and correspondingly shorter periods if they have worked less than 1,275 hours. Additional vacation with pay shall be granted employees on the basis of one week after 5 years, 2 weeks after 15 years and 3 weeks after 25 years of accredited service.

Hourly wage rates are increased by from 12½ to 17½ cents over the previous rates and are now as follows: males—group 1 $1, group 2 $1.02½, group 3 $1.05, group 4 $1.07½, group 5 $1.12½, group 6 $1.17½, group 7, $1.22½, group 8 $1.22½ to $1.32½, group 9 $1.32½ to $1.42½, group 10 $1.42½ to $1.52½; females—group 1 89½ cents, group 2 92 cents, group 3 94½ cents, group 4 99½ cents, group 5 $1.04½, group 6 $1.09½. The hiring rate is 5 cents below job rate for 13 weeks. Leadmen shall receive 5 cents above the job rate while performing the duties of a leadman.

Shift differential: a premium of 5 per cent will be paid for all work performed on regularly scheduled afternoon shifts which begin at or after 1 p.m. and end at or before midnight and a premium of 10 per cent for all work on regularly scheduled night shifts extending past midnight.

Provision is made for *seniority rights, grievance procedure,* the *health and safety* of employees, a non-contributory *group insurance plan* and a *pension plan.*

BRANTFORD, ONT.—THE ROBBINS AND MYERS COMPANY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 397.

Agreement to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., July, 1949, p. 874), with the following changes:—

Check-off: this agreement provides for the compulsory check-off of initiation fees as well as of the monthly union dues.

Paid holidays are increased from 6 to 7.

Hourly wage rates for male employees are increased by 8 cents and for female employees

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by 5 cents. The hiring rate for adult male employees shall be 93 cents and that for female employees 70 cents per hour.

Provision is made for the setting-up of a *Labour-Management Committee, seniority rights, grievance procedure* and an *apprenticeship plan.*

Non-metallic Minerals and Chemicals

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY, LIMITED, AND JOINTLY THE SYNDICAT NATIONAL DE L'AMIANTE D'ASBESTOS INC. AND THE FEDERATION NATIONALE DES EMPLOYÉES DE L'INDUSTRIE MINIERE, INC.

The agreement summarized above under "Mining" applies also to the "Canadian Products Division".

MCMASTERVILLE, P.Q.—CANADIAN INDUSTRIES LIMITED, BELOEIL EXPLOSIVES WORKS, BELOEIL AGRICULTURAL CHEMICALS WORKS AND BELOEIL CENTRAL RESEARCH LABORATORY, AND LE SYNDICAT DES TRAVAILLEURS DES PRODUITS CHIMIQUES DE MCMASTERVILLE (CHEMICAL PRODUCTS WORKERS SYNDICATE OF MCMASTERVILLE).

Agreement to be in effect from February 6, 1951, to February 5, 1952. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months of the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal. The company recognizes the union as the sole and exclusive bargaining agent for the employees of the company. There shall be no discrimination, intimidation, interference, restraint or coercion because of membership or non-membership in the union.

Check-off: the company will deduct monthly union dues from the wages of all employees who so authorize and remit same to the union; the authorization may be revoked only during the 2 weeks immediately preceding the anniversary of the effective date of this or any succeeding collective agreement. (Previous agreement provided for a voluntary and revocable check-off.)

Hours: 44 per week—for single and for certain multiple shift operations 9 per day for 4 days and 8 on one day each week; for continuous and certain multiple shift operations 8 hours per day for 5 and 6 days during alternate weeks. *Overtime:* time and one-half for work in excess of the normal daily hours and double time for work on Sunday or the regularly assigned day of rest and on 8 specified *paid holidays* (an increase of 2 from previous agreement).

Rest periods: employees assigned to operations not requiring continuous duties will be granted a 10-minute rest period during the first half of the working day or shift and from May 15 to October 15 also during the last half of the working day or shift Monday to Thursday, inclusive. Employees assigned to single and 2-shift per day operations will be allowed 5 minutes wash-up time at lunch hour and from 5 to 30 minutes at the end of the shift, depending upon the class of work they are performing.

Hourly wage rates are increased by 9 cents and are now as follows: high explosives department—$1.04 to $1.37, trained labour $1, nitro-glycerine department—$1.21 to $1.30; acid department—$1.04 to $1.37; black powder department—$1.11 to $1.30; maintenance department—mechanic, machinist, electrician, pipefitter, carpenter, welder and/or leadburner, first class $1.37, second class $1.24, first helper $1.11, second helper $1.04; brickwork repairman, cement finisher, area greaser $1.11; blacksmith, first class $1.34, helper $1.11; painters $1.04 to $1.24; power house department—shift engineer $1.37; repairmen $1.21 and $1.30; firemen $1.11 and $1.17; bulldozer tractor operator $1.14; coal passers $1.04 and $1.08; helpers $1.04 and $1.11; labour department—track repairman $1.17, helper $1.04; pay-loader operator $1.14; pony tractor operator $1.11; motor truck operator, locomotive operator $1.08; watchmen $1.08 and $1.14; teamster, loading explosives $1.04; guard, labour, janitor $1; miscellaneous—material checker $1.11; stores helper $1.04 and $1.11; laboratory helpers $1 and $1.11; learners 95 cents; agricultural chemicals division—$1 to $1.34. A working leader shall be paid 4 cents per hour more than the highest scheduled hourly rate paid any employee in his group or section.

Night shift differential: a premium of 5 cents per hour shall be paid for work on evening shifts commencing between 2 p.m. and 9.59 p.m. and of 7 cents per hour for work on night shifts commencing between 10 p.m. and 4.59 a.m.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

BROWNSBURG, P.Q.—CANADIAN INDUSTRIES LIMITED, AMMUNITION WORKS, AND UNITED MINE WORKERS OF AMERICA, DISTRICT 50, LOCAL 13148.

Agreement to be in effect from February 13, 1951, to February 12, 1952. Either party may, on 10 days' notice, require the other party to enter into negotiations for the renewal of the agreement within 2 months of the expiry date and both parties shall thereupon enter into such negotiations in good faith and make every reasonable effort to secure such renewal. There shall be no discrimination, intimidation, interference, restraint or coercion with respect to any employee because of membership or non-membership in the union.

Check-off: the company agrees to deduct monthly union dues from the wages of all employees who so authorize and to remit same to the union; the authorization shall be revocable or, at the option of the employee, irrevocable.

Hours: for day workers—8 hours and 48 minutes per day Monday through Friday, a 44-hour week: for shift workers—8 hours per day, alternately 5 and 6 days per week, an average of 44 hours per week. *Overtime:* time and one-half shall be paid for work in excess of the normal daily hours and double time for work on an employee's regularly assigned day of rest and on 7 specified *paid holidays.*

Rest and wash-up periods: the company shall grant to all employees, except power house employees, one 12-minute and one 4-minute rest period during their normal daily

hours of work and also 2 wash-up periods of 5 or 15 minutes each, depending on the department in which the employee is employed.

The application of the Industrial Relations Plans shall continue in respect of the employees in conformity with their general application throughout the company.

Hourly wage rates for certain classifications: males—group I: labourer, janitor I, primer sparker, crib attendant II 92 to 98 cents; group II: serviceman B, production operator C, lapper II, pointer II, mixer and drier C 94 cents to $1.02; group III: production operator B, casemaker 97 cents to $1.05; group IV: serviceman A, crib attendant I, tractor operator, trades helper, truck driver, oiler 99 cents to $1.05; group V: toolsetter II, lapper I, pointer I $1 to $1.08; group VI: mixer and drier B, production operator A, chrome plater II, heat treat operator II, laboratory operator $1.03 to $1.12; group VII: toolsetter I, machinist III, tool inspector II, grinder operators, die reaming operator, lathe operators, carpenter II, painter, millwright II, pipefitter II, toolmaker III, blacksmith $1.07 to $1.17; group VIII: armourer, electrician II, tool inspector I, carpenter I, millwright I, pipefitter I, mixer and drier A, bricklayer, plasterer $1.15 to $1.26; group IX: chrome plater I, heat treat operator I, machinist II $1.20 to $1.31; group X: stationary engineer II, electrician I, toolmaker II, welder $1.24 to $1.36; group XI: machinist I $1.34 to $1.45; group XII: toolmaker I $1.39 to $1.50; group XIII: machine shop specialist $1.43 to $1.60. Females—group I: production operator F, crib attendant IV 63 to 70 cents; group II: production operator E, janitor II, crib attendant III 66 to 73 cents; group III: production operator D, technical operator II 70 to 78 cents; group IV: technical operator I 74 to 85 cents; group V: tool inspector III 74 to 90 cents. The above rates represent increases of 8 cents per hour for males and 5 cents per hour for females over previous rates.

Shift differential: a premium of 5 cents per hour will apply to regularly scheduled shifts which start between 3 p.m. and 3 a.m.

Provision is made for a *Plant Advisory Committee, seniority rights, grievance procedure* and the *health and safety* of employees.

Service

Business and Personal

EDMONTON, ALTA.—CERTAIN LICENSED HOTELS AND BEVERAGE DISPENSERS' INTERNATIONAL UNION, LOCAL 579.

Agreement to be in effect from November 1, 1950, to October 31, 1951, and thereafter from year to year, subject to 30 days'

Union security: all employees covered by notice.

this agreement shall be members of the union in good standing. All beverage room employees shall be hired through the union office. When there are no beverage dispensers suitable to the employer available, he may hire a suitable person who is not a union member; the latter must apply for membership in the union within 15 days after commencing work. All spare beverage room employees must carry a union work permit, duly stamped for the current month.

Check-off: the employers shall deduct union dues from the pay of all employees who so request and remit same to the union; the order to deduct union dues shall continue in force for a period of 3 months and thereafter until revoked by the employee.

Hours: the normal working week shall be 44 hours to be divided into 6 working days. *Overtime:* time and one-half shall be paid for all overtime and for work on 9 specified *paid holidays.* No shift shall be split more than once and in no case for a period of more than one hour. Shifts shall be arranged so that all employees shall get at least one night off during each week.

Vacations with pay: after 1 year's service 1 week, after 2 years' service 2 weeks and after 10 years' service 3 weeks.

Weekly wage rates: tapmen $51; waiters, glass washers $45; sparemen $1.05 (per hour). All other beverage room employees, members of the union, shall receive an increase in proportion to that received by the above classifications. Men who work on 2 jobs, such as waiter and tapman, shall be paid at the higher classification rate.

Uniforms: employees who are required to wear uniforms or special apparel during working hours shall have same supplied, laundered and kept in proper repair by the employers free of any charge to the employees.

Provision is made for *seniority rights* and *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of one agreement, the extension of one new agreement and the amendment of eight others. In addition to those summarized below, they include: the amendment of the agreements for barbers and hairdressers at Sherbrooke and at Three Rivers gazetted February 24, and the amendment of the agreements for retail stores at Windsor and

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

for hospitals and charitable institution employees at St. Hyacinthe in the issue of March 17.

Requests for amendments to the agreements for the men's and boys' clothing industry in the province and for the building trades at Joliette and at Sherbrooke were gazetted February 24. Requests for amendments to the agreements for tavern employees and for the glass processing industry at Quebec, for the building trades at Hull, for barbers and hairdressers at Three Rivers and at Montreal and for clockmakers in the eastern townships were gazetted March 3. A request for a first agreement for retail gasoline sales establishments at Chicoutimi and requests for amendments to the agreements for the building trades at Chicoutimi and for retail stores at Mégantic in the issue of March 10. A request for a new agreement for the sheet metal fabricating industry at Montreal and requests for amendments to the agreements for the men's and boys' clothing industry and for the corrugated paper box industry in the province, and for the building trades at St. Jean and Iberville were all gazetted March 17.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Vegetable Foods

BAKERS AND BAKERY SALESMEN, QUEBEC.

An Order in Council, dated February 15, and gazetted February 24, amends the previous Orders in Council for this industry (L.G., Jan., 1951, p. 63).

Territorial jurisdiction comprises the city of Quebec, the city of Lévis, and within a radius of 35 miles from their limits with the exception of those municipalities within the county of Dorchester.

Textile and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated March 7, and gazetted March 17, amends the previous Orders in Council for this industry (L.G., May, 1946, p. 627, July, p. 930, Sept., p. 1249, Nov., p. 1583; April, 1948, p. 332; May, 1949, p. 604; Jan., 1950, p. 77, and previous issues).

Cost-of-living bonus: all employees, with the exception of homeworkers and those apprentices earning less than 50 cents per hour, whether working on a time work or a piece-work basis, will receive a cost-of-living bonus of 7½ cents per hour in addition to their prevailing wages. Homeworkers will receive as a cost-of-living bonus an additional sum equal to 15 per cent of their earnings as provided for in the present agreement. Apprentices earning less than 50 cents per hour will receive a cost-of-living bonus of 5 cents per hour.

All employers must file a report to the Joint Committee for the Dress Industry of the Province of Quebec showing separately all payments of cost-of-living bonuses to all employees governed by the provisions of the present agreement.

Employers bound by those clauses of a lease and hire of work with their employees, either verbally or in writing, before or after the coming into force of the present agreement, which provides for higher wages than those fixed in the present agreement, must maintain such higher wages and rates, with respect to those employees with whom such agreements were made.

Metal Products

CLOCKMAKERS, MONTREAL.

An Order in Council, dated February 8, and gazetted February 24, repeals the previous Orders in Council for this industry (L.G., April, 1948, p. 333, Nov., p. 1246).

SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated February 21, and gazetted March 10, extends the term of the previous Orders in Council, for this industry (L.G., Aug., 1950, p. 1185; March, 1951, p. 358) to May 1, 1951.

GARAGE EMPLOYEES, SHERBROOKE.

An Order in Council, dated March 7, and gazetted March 17, makes obligatory the terms of a new agreement between the Automobile Dealers' Association of the Eastern Townships and "L'Association des Employés de l'Auto-Voiture des Cantons de l'Est", affiliated to the National Metal Workers' Federation and to the CCCL.

This agreement to be in effect from March 17, 1951, until March 16, 1952, and thereafter from year to year, subject to notice. The agreement governs professional employers, artisans and employees, including stockroom clerks and janitors in garages, parking grounds, scrapping yards and machine shops.

Territorial jurisdiction comprises the city of Sherbrooke and all municipalities within a radius of 10 miles from its limits.

Hours for garages, machine shops, scrapping yards and parking grounds—9 hours per day distributed between 7 a.m. and 6 p.m. Monday through Friday, between 7 a.m. and 12 noon on Saturday, regular week of 49 hours; stockroom clerks 52 hours per week.

Overtime: time and one-half for work after 6 p.m. Monday through Friday and for work on Saturday afternoon; double time for work on Sunday (except service men) and for work on any of 12 specified holidays. All employees will be entitled to double time for work performed on their weekly day of rest. Overtime for stockroom clerks shall commence only after the regular work week of 52 hours.

Paid holidays: employees engaged on a weekly basis are entitled to 12 specified paid holidays but those employees engaged on an hourly basis shall only receive pay for 2 of the specified 12 holidays, New Year's Day and Christmas Day. If New Year's Day and Christmas Day fall on Sunday, the following Monday will be observed.

Minimum hourly and weekly wage rates: journeymen wheelwrights, machinists, electricians, mechanics, glaziers, painters, upholstery cleaners, dyers, vulcanizers, wheel

aligners, motor tune-up and brake repair specialists, welders, radiator repairers, bodymen, blacksmiths, upholsterers and testers from 75 cents to 85 cents per hour; greaser and service man from 55 to 65 cents per hour; apprentices in all categories—(16 to 20 years of age) from 30 cents per hour in first year to 55 cents in fourth year, (20 to 26 years of age) from 50 cents in the first year to 65 cents in the fourth year; stockroom clerk in garages—manager $45 per week, assistant manager $37 per week, apprentices from $15 per week in first year to $30 per week in fourth year; janitor $30 per week. Wage rates higher than the minimum rates established by this agreement shall not be reduced after its coming into force.

Vacation with pay: one week after one year of continuous service (May 1 of one year to April 30 of the next) for the same employer; one-half day for each calendar month of service to those employed less than one year. Vacation pay shall be equal to the wages an employee would have earned during his vacation period (if he is paid on a weekly basis) or 2 per cent of the wages earned during the period of service entitling him to his vacation if he is paid on any other basis. Upon termination of service an employee is entitled to the remuneration payable to him at the time of his taking the vacation to which he has a right, if he has not taken such vacation, or 2 per cent of the wages earned by him after May 1 preceeding the date of his departure.

The terms of this agreement also include provisions governing apprenticeship regulations. uniforms and tools. Home work is prohibited.

Construction

Building Trades, Chicoutimi and District.

An Order in Council, dated March 7, and gazetted March 17, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, Nov., p. 1904; March, 1951, p. 358, and previous issues).

Minimum hourly and weekly wage rates for the building trades at Chicoutimi are shown in the accompanying table. The minimum rates for zones I, II and III shall be in effect from November 15, 1950, and those rates for zone I-A from January 1, 1951. (The minimum rates for zones I, II and III are 5 cents per hour higher than those rates previously in effect as provided for by a cost-of-living wage adjustment published in the Labour Gazette issue of August, 1949, p. 967). (The minimum rates of zone I-A, effective January 1, 1951, represent a wage increase of 5 cents per hour over those rates previously in effect as provided for in an amendment published in the Labour Gazette issue of March, 1951, p. 358, as well as in the present amendment.)

Cost-of-living wage adjustment: in zones I, II and III the rates shown in the accompanying table shall be adjusted according to the fluctuations of the Federal cost-of-living index as follows: taking 170 points (previously 160) as a calculation basis: for each 10 point increase or decrease in the cost-of-living index the hourly minimum rates shall be 5 cents per hour higher or lower, as the case may be.

Minimum Hourly and Weekly Wage Rates for the Building Trades at Chicoutimi and District

Trades	Hourly and Weekly Wage Rates Zones I	I-A	II	III
Helper	$ 0.95	$ 0.90	$ 0.85	$ 0.75
Bricklayer	1.25	1.20	1.15	1.05
Carpenter-joiner	1.15	1.10	1.05	0.95
Fireman, steam boiler	1.00	0.95	0.90	0.80
Truck driver	0.95	0.90	0.85	0.75
Steam shovel fireman	1.05	1.00	0.95	0.85
Horse driver one or two horses	0.95	0.90	0.85	0.75
Roofer (slate, tile, asbestos, composition)	1.05	1.00	0.95	0.85
Electrician	1.10	1.05	1.00	0.90
Electrician (line man)	1.05	1.00	0.95	0.85
Floor layer	1.10	1.05	1.00	0.90
Cement finisher	1.05	1.00	0.95	0.85
Driller	1.00	0.95	0.90	0.80
Blacksmith (drill sharpener operator)	1.25	1.20	1.15	1.05
Blacksmith on ordinary construction	1.05	1.00	0.95	0.85
Watchman—boiler-fireman	0.95	0.90	0.85	0.75
Field-watchman (night or day) the number of working hours will be that required by the concern, per week	32.20	32.20	32.20	32.20
Rigger	1.05	1.00	0.95	0.85
Kettleman	1.00	0.95	0.90	0.80
Common labourer	0.90	0.85	0.80	0.70
Mason	1.25	1.20	1.15	1.05
Stationary engineman (repair and maintenance)	1.15	1.10	1.05	0.95
Bulldozer operator	1.15	1.10	1.05	0.95
Engineman-compressor, mixer of all kinds	1.00	0.95	0.90	0.80
Crane operator—steam, gasoline, electricity, oil, for:				
one drum	1.20	1.15	0.95	0.85
two drums	1.20	1.15	1.00	0.90
three drums	1.20	1.15	1.05	0.95
four drums	1.20	1.15	1.15	1.05

Minimum Hourly and Weekly Wage Rates for the Building Trades at Chicoutimi and District—*Concluded*

Trades	Hourly and Weekly Wage Rates Zones I	I-A	II	III
Engineman—steam, gasoline, electricity, oil shovels	1.30	1.25	1.20	1.10
Engineman, pumps of all kinds	1.05	1.00	0.95	0.85
Millwright	1.05	1.00	0.95	0.85
Ornamental iron and bronze worker	1.05	1.00	0.95	0.85
Painter	1.05	1.00	0.95	0.85
Painter, sprayerman	1.05	1.00	0.95	0.85
Painter working outside, higher than 45 feet, decorator and gilder	1.15	1.10	1.05	0.95
Plasterer	1.25	1.20	1.15	1.05
Plasterer's helper:				
1st month	....	0.75	....	....
2nd month	....	0.80	....	....
Thereafter	....	0.85	....	....
Plumber and pipefitter	1.05	1.25	0.95	0.85
Junior journeyman (one year)	0.95	1.10	0.85	0.75
Water carrier	0.75	0.70	0.65	0.55
Concrete metal bracing erector	1.00	0.95	0.90	0.80
Sprinkler fitter	1.35	1.30	1.25	1.15
Lather (wood or metal)	1.00	0.95	0.90	0.80
Marble setter	1.10	1.05	1.00	0.90
Terrazzo layer	1.10	1.05	1.00	0.90
Tile setter	1.10	1.05	1.00	0.90
Steel bracing erector and worker (field)	1.00	0.95	0.90	0.80
Linoleum layer	1.05	....	....	....
Freight elevator operator	1.05	....	....	....
Checker, per week	35.00	....	....	....
Powderman	1.15	1.10	1.05	0.95
Welder	1.25	1.20	1.15	1.05
Granite cutter	1.15	1.10	1.05	1.00
Paper hanger	1.05	1.00	0.95	0.85
Joint pointer	1.05	1.00	0.95	0.85
Sheet-iron worker (erection)	1.05	1.25	0.95	0.85
Material checker, per week	35.00	....	....	....

Industrial Standards Acts, etc.

Schedules of Wages and Hours Recently Approved By Provincial Orders in Council in Ontario and Saskatchewan

Recent proceedings under the Industrial Standards Acts, etc.* include seven new schedules, all summarized below.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the Labour Gazette, April 1950, page 518.

ONTARIO

Construction

Painters, Ottawa.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a new schedule for the painting and decorating industry in the Ottawa zone, to be in effect from March 6, 1951, "during pleasure".

Hours remain unchanged and are as follows: 8 per day, Monday through Friday, a 40-hour week from November 1 to March 31 inclusive; 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week during the rest of the year. Where work is of such a nature that it cannot be done during the regular working day and if the employee does not work more than 8 hours in any night-shift, the work may be done at night and such work shall be known as *night work*.

Overtime is payable at time and one-half; double time on Saturday in the winter months, on Saturday afternoon in the summer months, on Sunday and on 5 specified holidays. No overtime work, with the exception of one hour to be performed imme-

diately following the working period of a regular working day, shall be performed without a permit from the advisory committee. No permit for overtime work on a holiday shall be issued except in cases where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein. (Provisions governing overtime are similar to those previously in effect.)

Minimum hourly wage rates are increased from $1.25 to $1.37 for spray-painting and from $1.10 to $1.22 per hour for all other work; an additional 10 cents per hour is paid for *night work*. The advisory committee may fix a specal lower minimum rate for handicapped workers.

BUILDING LABOURERS, OTTAWA.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a new schedule for labourers in the Ottawa zone, to be in effect from March 6, 1951, "during pleasure".

Minimum hourly wage rates remain unchanged and are as follows: 61 cents per hour, but when an employee is a helper to a bricklayer or plasterer he shall be paid 75 cents per hour. The advisory committee may fix a lower minimum rate for handicapped workers.

PAINTERS AND DECORATORS, TORONTO.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a new schedule for the painting and decorating industry in the Toronto zone, to be in effect from March 6, 1951, "during pleasure".

This schedule is similar to the one previously in effect (L.G., Feb., 1950, p. 210), with the following exceptions:—

Overtime: one hour of overtime work may be done immediately following the working period of a regular work day without permission of the advisory committee. Except in cases of extreme necessity where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein, no permit will be issued for overtime work on Saturdays, Sundays, or 7 specified holidays.

Minimum hourly wage rates for work performed during the regular working period and for night work are increased from $1.35 to $1.50 (to and including April 30, 1951), and shall be further increased to $1.55 on and after May 1, 1951.

PLUMBERS, WINDSOR.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a new schedule for plumbers in the Windsor zone, to be in effect from March 6, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week as formerly in effect.

Overtime: double time for overtime and for all work on Saturdays, Sundays and 8 specified holidays. However, overtime is payable at the regular rate for work on emergency repairs between 8 a.m. and 12 noon on Saturday, where the owner of the shop does not work on emergency repairs and does not employ more than one journeyman mechanic on the emergency repairs. No overtime work to be performed without a permit from the advisory committee.

Minimum hourly wage rate is increased from $1.75 to $1.85 per hour. Men working on *night shift* will be paid 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, LONDON.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a new schedule for the electrical construction and repair industry in the London zone, to be in effect from March 6, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week. (Weekly hours are reduced by 4.) Where work is carried on in 2 or more shifts, employees shall be deemed to be employed during a regular working day where an employee does not work more than 8 hours in any 24-hour period (this work to be known as shift work).

Overtime: as previously in effect all overtime is payable at double time, except that not more than one hour's overtime may be added immediately following a regular working day and paid for at time and one-half. Except in cases of extreme necessity where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein, no permit will be issued by the advisory committee for work on Saturdays, Sundays, or 8 specified holidays.

Minimum hourly wage rates are increased from $1.15 (L.G., June, 1947, p. 827) to $1.65 per hour. Men working on *night shifts* will be paid 8 hours' pay for 7 hours of work. The advisory committee may fix a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, OSHAWA AND WHITBY.

An Order in Council, dated February 8, and gazetted February 24, makes binding the terms of a first schedule for the electrical repair and construction industry in the Oshawa and Whitby zone, to be in effect from March 6, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week. Where work is performed in 2 or more shifts, employees shall be deemed to be employed during a regular working day where an employee does not work more than 8 hours in any 24-hour period (this work to be known as shift work). Where 2 or more shifts are worked on the same job, only one shift shall be a day shift.

Overtime: time and one-half for work performed during the 4-hour period immediately following the working period of a regular work day; double time for all other overtime and for work on Sunday and 8 specified holidays. Except for one hour of overtime work to be done immediately following the working period of a regular working day no overtime work shall be performed without a permit from the advisory committee.

Minimum hourly wage rates: $1.30 per hour. Men who work on *night shift* will be paid 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

SASKATCHEWAN

Manufacturing

Vegetable Products

BAKERS AND BAKERY SALESMEN, REGINA.

An Order in Council, dated February 13, and gazetted February 24, makes binding the terms of a new schedule for the baking industry at Regina and within a radius of 5 miles, to be in effect during pleasure.

Hours remain unchanged at 8 per day, 42 hours in a week.

Overtime: all work performed in excess of 8 hours in any one day or 42 hours in any one week will be considered as overtime. Every employee who works on any of the specified holidays shall be paid one day's wages at his regular rate and, in addition, one and one-half times his regular rate of wages for every hour or part of an hour during which he works. (The overtime rate of time and one-half for work performed in excess of regular daily or weekly hours which formed a provision of the former schedule is not mentioned in the present schedule.)

Minimum weekly wage rates: doughmen $43, doughmen's helper $36; ovenman, bench and machine hands, bread wrapper, receiver, stableman $38; bakers' helpers and bread racker, bread wrapper's helper, stableman's helper $32; finishers, cake wrapper, box makers, cake shop dishwasher (female) $28; female help in cake shops (doing bench work over half time), female on cake depositor and doughnut machine, female cake shipper $30; shippers, utility man (second class) $34; janitor $35; engineer's helper $40; truck driver $36; utility man (first class) $39. (In most cases the above rates are $2 per week higher than those previously in effect.) A $22.50 basic wage rate per week (previously $21) shall be paid to all regular salesmen plus 5 per cent wholesale and 10 per cent retail on all sales of cakes and pastry, and ½ cent wholesale and 1 cent retail per loaf on all bread sales; guaranteed weekly wage rate of $35. Relief outside salesmen receive a minimum of $36.50 per week (previously $32); salesmen in training $30 per week for a period of 4 weeks (previously $27), thereafter $35 per week instead of $32 as formerly in effect. Part-time employees shall be paid 10 cents per hour above the *pro rata* rate. New employees will begin at 10 per cent less than the rates shown above for their classification and will reach the high rate after 6 months as follows: 10 per cent less during the first 3 months, 5 per cent less during the second 3 months and at the end of 6 months the prevailing rate. *Night workers* receive a bonus of 5 cents per hour. Female employees performing the duties of a male shall be paid wages equal to 100 per cent (previously 90 per cent) of the classification of said work. All employees not governed by any classification in this schedule shall be paid at the rate of wages provided for under the Minimum Wage Board Order.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded during February

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of February the Department of Labour prepared 224 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 68 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) ***Contracts for the Manufacture of Supplies and Equipment.***

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture	3	$ 222,460.25
Canadian Commercial Corporation	10,117	29,311,881.40
Post Office	12	80,656.34
R.C.M.P.	1	3,564.00

(3) ***Arrears of Wages***

During the month of February the sum of $21,353.68 was collected from 3 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount was distributed by the Department to the 252 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During February

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Canadian Commercial Corporation

Greenwood N S: Babine & Taylor, rehabilitation of bldg No 12, RCAF Station, *Longueuil P Q:* Richard & B A Ryan Ltd, repairs to frame bldgs Nos 1-11 incl, Artillery Proof Establishment. *Centralia Ont:* John St Clair Painting & Decorating Co, interior painting of various bldgs, RCAF Station. *Hamilton Ont:* Canadian Engineering & Contracting Co Ltd, alterations to coach house, RCAF Reserve Squadron. *Calgary Alta:* T Eaton Co (Western) Ltd, laying of linoleum in various huts, Currie Barracks. *Edmonton Alta:* Axel Johnson Construction Ltd, sub-floor repairs to various bldgs, NWAC.

Central Mortgage and Housing Corporation

Dartmouth N S: Trynor Construction Co Ltd, clearing, grading, water & sewer drainage, HMCS "Shearwater". *Halifax N S:* J D Brenner & Son,* installation of hot water heating system. *Trenton N S:* Cameron Contracting Ltd,* repairs to foundation walls. *Tufts Cove N S:* Irving & Vacherease, extension to water & sewage system. *Saint John N B:* Industrial Insulators Ltd, application of fire retardant paint; Lloyd R Mawhinney Ltd,* installation of 180 sink rims in apt bldgs; George Mabee,* elimination of deficiencies; George Mabee,* elimination of deficiencies. *Valcartier P Q:* Community Enterprises Ltd, construction of 61 houses & ground services. *Ajax Ont:* Albert Loiselle & Fils Enrg,* elimination of deficiencies; Smith Doors,* elimination of deficiencies; Taylor Engineering & Const Co, installation of ash handling equipment; Griffith & Crane Const Co,* surface treatment course. *Wingham Ont:* Carl Henry,* elimination of deficiencies. *Vancouver B C:* Monarch Construction Co Ltd,* maintenance of roads, lanes & drains; Biltmore Construction Co Ltd, building of sidewalks; Pyke & White Construction Co, building of streets & sidewalks.

Defence Construction Limited

Summerside P E I: M F Shurman Co, construction of VHF/DF bldg; M F Shurman Co, rehabilitation & cubicling of barrack blocks. *Dartmouth N S:* CNR,* construction of railway siding. *Chatham N B:* Foster Wheeler Ltd,* erection two steam generating units. *Bagotville P Q:* Foster Wheeler Ltd,* erection two steam generating units. *St Hubert P Q:* Foster Wheeler Ltd,* erection two steam generating units; J A Quintin, cubicling & rehabilitation of barrack blocks. *Camp Borden Ont:* F D Howie Construction Co Ltd, cubicling & rehabilitation of barrack blocks. *Gloucester Ont:* S E Farley & Son, extension & accommodation, naval radio station. *Kingston Ont:* Weather System Ltd, installation of air-conditioning in lecture rooms in education bldg, RMC. *North Bay Ont:* Foster Wheeler Ltd,* erection two steam generating units. *Ottawa Ont:* Taggart Construction Ltd, cubicling Beaver Barracks. *Rivers Man:* Peter Leitch Construction Co Ltd, cubicling & rehabilitation of barrack blocks. *Edmonton Alta:* Bird Construction Co Ltd, cubicling & rehabilitation of barrack blocks.

Department of Public Works

Bonavista Nfld: North Shore Construction Co Ltd, erection of public bldg. *Naufrage P E I:* H J Phillips & Son, breakwater extension. *Souris P E I:* Canadian Dredge & Dock Co Ltd, reconstruction, improvements & dredging at railway wharf. *Caribou N S:* Warren (Maritimes) Ltd, paving of road & portion of wharf, ferry terminal. *Halifax*

N S: Fundy Construction Co Ltd, increased accommodation for Sick Mariners' Clinic, Pier 21. *North Sydney N S:* Robb Engineering Works Ltd, enlargement of dock & terminal facilities (transit shed), Canadian Government Railways. *Upper Port Latour N S:* Mosher & Rawding, harbour improvements. *Chapeau P Q:* Dominion Bridge Co Ltd, steel sidewalk on bridge over the Ottawa River. *Havre St Pierre P Q:* McNamara Construction Co Ltd, wharf improvements. *Lacolle (Blackpool) P Q:* J J Shea & Co Ltd, construction of bus terminal & examining warehouse bldg. *Montreal P Q:* J J Shea & Co Ltd, construction of a new garage, Queen Mary Hospital. *Pointe au Pic P Q:* North Shore Construction Co, wharf reconstruction & enlargement. *Tadoussac P Q:* McNamara Construction Co Ltd, wharf reconstruction. *Ottawa Ont:* A Lanctot Construction Co, construction of annex to bldg "C", Booth St; Jeffrey Manufacturing Co Ltd, installation of coal handling & accessory equipment, Central Heating Plant, Cliff St. *Virginia Beach Ont:* Fred Gauvreau, construction of wharf. *Toronto Ont:* Toronto Dry Dock Co Ltd, docking, repairing, painting, etc, steel hopper scow, PWD No 53; Automatic Sprinkler Co of Canada Ltd, installation of automatic sprinklers, Red Chevron Hospital; C Vic Peters Co Ltd, installation of automatic sprinklers, Divadale Hospital. *Winnipeg Man:* John Plaxton Co Ltd, installation of automatic sprinklers, Veterans' Home, Academy Road. *Douglas B C:* Beaver Construction Co, construction of customs & immigration bldgs. *Vancouver B C:* Gilpin-Nash Ltd, improvements, North Arm bank protection, Fraser River; Allan & Viner Construction Co Ltd, alterations for UIC, Catelli Bldg; B C Marine Engineers & Shipbuilders Ltd,* docking, cleaning, painting & repairing dredge PWD No 305 "King Edward" & plant; Burrard Dry Dock Co Ltd,* docking, cleaning, painting & repairing dredge PWD No 303 "Fruhling".

Department of Transport

Goose Bay Labrador: Terminal Construction Co Ltd, construction of low frequency antenna system. *Gore Bay Ont:* Percy Harper & Sons, construction of a power house, airport. *Regina Sask:* Bird Construction Co Ltd, construction of a power house. *St John's Nfld:* Newfoundland Shipyards Ltd,* construction of a workboat for Marine Agency. *St Laurent P Q:* Chantier Maritime de St-Laurent Ltee,* construction of steel landing craft, self-propelled for Quebec Marine Agency. *Sorel P Q:* Roelofson Elevator Co Ltd,* erection of freight elevator for workshop.

PROFIT SHARING

(Concluded from page 670)

direct correlation between his own effort and the profit bonus he receives. If the main objective is to increase productivity of labour rather than to promote collaboration between management and labour, incentive payment systems which directly relate wage payments to the worker's output would appear preferable to profit-sharing.

"Briefly, the very essence of profit-sharing is the philosophy of joint employer-employee collaboration in the task of production; and it can work successfully only when the emphasis is on the basic philosophy and not on the other material gains which it is likely to bring in its train."

Legal Decisions Affecting Labour

The Canada Labour Relations Board order revoking certification of the Canadian Seamen's Union was upheld in the Supreme Court of Ontario.

The Quebec Superior Court set aside an injunction which had restrained a council of arbitration from deciding a question arising out of the hours provision of a collective agreement.

In the United States Supreme Court, the Wisconsin Public Utility Anti-Strike Act was held unconstitutional in that it was in conflict with the Taft-Hartley Act.

Application of Canadian Seamen's Union for Court review of decertification order dismissed.

The High Court of Justice of Ontario, in a judgment delivered on February 23, dismissed the application of the Canadian Seamen's Union for a Court order quashing the order of the Canada Labour Relations Board revoking its certification. The Board on December 7, 1950, had found that the Canadian Seamen's Union was no longer entitled to certification as bargaining agent for a unit of employees of Branch Lines Limited, Sorel, Quebec, on the ground that it was not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act (L.G., 1951, p. 190).

The Canadian Seamen's Union requested the Court to review the Board's order on the following grounds: (*a*) that the Board had no jurisdiction to make the revoking order; (*b*) that the Board had no power to order decertification for the reasons given; (*c*) that there was no evidence before the Board on which it could make the order; and (*d*) that the order was contrary to and constituted a denial or violation of natural justice.

Mr. Justice Barlow, in giving the reasons for decision, reviewed the action taken by the Canada Labour Relations Board. On July 6 Branch Lines Limited made application to the Board for an order revoking the certification of the Canadian Seamen's Union which had been in effect since November 20, 1947. This application came before the Board for hearing on August 9, 1950, with counsel for both parties present. The Board reserved its decision and on November 9, 1950, its Chief Executive Officer wrote to the solicitor for the Canadian Seamen's Union stating that the Board had decided to accept as evidence a certain white paper of the British Government, and further stating that the Board was prepared to receive any written representations which the Canadian Seamen's Union wished to submit. The letter was acknowledged but no representations were made. On December 7, 1950, the Board issued a unanimous judgment with reasons, revoking the certification. Mr. Justice Barlow held that the Board had proceeded in accordance with the Industrial Relations and Disputes Investigation Act in good faith and in a fair manner.

> The law is well settled that the Board must proceed within the four corners of the Act, and it must proceed fairly, in good faith and give the parties an opportunity to be heard. After a careful perusal of all the steps taken it appears to me that this was done.

The Court noted that the Act "gives the Board the widest possible latitude as to the evidence and information which it may receive and accept". The Act provides that:—

> 58. (5) The Board shall have the powers of commissioners under Part I of the Inquiries Act.
>
> (6) The Board may receive and accept such evidence and information on oath, affidavit or otherwise as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.

Counsel for the Canadian Seamen's Union argued that unless a decertification order can be made under Section 11 of the Act it cannot be made. Section 11 permits the Board to revoke certification where, in the opinion of the Board, a bargaining agent no longer represents a majority of employees in the unit for which it was certified. In this case the Board found that the material before it did not show that the applicant no longer represented the majority of the employees in the bargaining unit, and the

Board did not purport to base its order on Section 11. The Board's order was made on the ground that the Canadian Seamen's Union was not an organization of employees formed for the purpose of regulating relations between employers and employees.

Mr. Justice Barlow pointed out that, when making an order for certification, the Board must decide (1) that the organization applying is a "trade union" as defined in the Act ("any organization of employees formed for the purpose of regulating relations between employers and employees" but not including an employer-dominated organization) and (2) that it represents a majority of the employees. The Act (Section 61) further provides that if in any proceeding before the Board a question arises as to whether an organization or association is a trade union, "the Board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act", and the Board may reconsider any decision or order and may vary or revoke a decision or order. The Board was, therefore, acting within its powers in reconsidering an earlier decision, in which the Canadian Seamen's Union was found to be a trade union under the Act. Mr. Justice Barlow stated that it was not for the Court to consider the evidence on which the Board made the second order, holding that "the weight of the evidence is for the Board".

The Court concluded that "the Board had ample power under the Act to make the order in question in these proceedings".

Mr. Justice Barlow then dealt with the contention that the Canadian Seamen's Union was not a "juridical entity" and was accordingly not entitled to bring the application before the Court. Stating that at common law a trade union has no right of action, he cited *Society Brand Clothes Ltd.* v. *Amalgamated Clothing Workers of America and Others* (1931), SCR 321:—

> We must accordingly reach the conclusion, that, while, under the prevailing policy, our legislation gives to unincorporated labour organizations a large measure of protection, they have no legal existence; they are not endowed with any distinct personality; they have no corporate entity; they constitute merely collectivities of persons.

Therefore, the Canadian Seamen's Union would have no right to bring the present proceeding unless it were given a status to bring the proceeding by reason of the terms of the Industrial Relations and Disputes Investigation Act. Section 45 of the Act provides that a union shall be a *person* for the specific purpose of a prosecution for an offence, but the proceedings which may be taken by a union as such are limited by the Act. Mr. Justice Barlow held that the Canadian Seamen's Union was not a legal entity for the purposes of this motion, and had no legal right to bring the application. *Canadian Seamen's Union* v. *Canada Labour Relations Board and Branch Lines Limited,* Ontario High Court of Justice, February 23, 1951.

In the Quebec Superior Court a council of arbitration was held to have jurisdiction to deal with the performance or the non-performance of a term of a collective agreement.

An injunction restraining a council of arbitration was set aside by the Superior Court of Quebec on May 5, 1950, on the grounds that the council had the right to adjudicate on the performance as well as on the existence of obligations arising out of a collective agreement. The term of the collective agreement at issue was the provision concerning hours.

The case arose out of a dispute between a textile company and the union representing a group of the company's employees. A collective agreement had been in effect between the company and the union from September 1, 1948. A dispute arose out of the company's reduction of hours during the period from February 28, 1949, to May 1, 1949. The company maintained that a decline in orders had compelled it to reduce its output, and therefore the hours of work of certain of its employees. The union contended that the agreement guaranteed the employees a stated number of hours of work. The agreement provided for final decisions by arbitration in accordance with the Trade Disputes Act.

After the union complained about the reduction of hours of work, a conciliation officer was appointed. He failed to effect a settlement, and, upon his recommendation, a council of arbitration was established.

The company and the union each nominated a representative to the council of arbitration, and the two representatives agreed upon a chairman. The council of arbitration sat at different times, heard witnesses, held hearings at which both parties were represented by counsel, and finally received written briefs. On August 17, 1949, the company asked for a reopening of the inquiry. The council on August 26, 1949, refused to hear further evidence. The company applied for an injunction restraining the council of arbitration, which was granted on August 27, 1949.

In contending that the council of arbitration had exceeded its jurisdiction, the company argued that the question which the council had to determine was whether the company had the right to reduce hours from February 28 to May 1, 1949. The

company further contended that the question at issue was not a dispute within the meaning of the Trade Disputes Act, in that it had nothing to do with the performance or non-performance of a provision of the agreement. The question submitted to the council was simply whether an obligation existed.

Mr. Justice Girouard, in giving the decision of the Superior Court, found that the reduction of the hours of work affecting some of the employees had been the point at issue at the conciliation proceedings and at the hearings before the council of arbitration, and in neither case did the company object to the procedure taken in accordance with the Trade Disputes Act. Both parties had been given every opportunity to present their case before the council of arbitration.

The Court further pointed out that the agreement contained clauses relating to hours of work and the parties were bound to refer any difference which might arise to final and binding arbitration. Where there is a written agreement, a council of arbitration is obliged to interpret the agreement with regard to the facts.

The Court rejected the company's application with costs. *M. E. Binz Co. Ltd.* v. *Hon. Juge Pettigrew, et al et Syndicat National Catholique du Textile de Montmagny Inc., Mis en cause,* Rapports Judiciaires de Quebec (1951), CS Nos. 1 and 2, 46.

Wisconsin law prohibiting strikes in public utilities and substituting compulsory arbitration for the settlement of disputes found to be invalid by the United States Supreme Court.

The Supreme Court of the United States, in a decision given by Chief Justice Vinson on February 26, 1951, held that the Wisconsin Public Utility Anti-Strike Act, which forbids all strikes and lockouts in public utilities, is unconstitutional because it conflicts with the federal Labour Management Relations (Taft-Hartley) Act. The issue came before the Court when unions representing workers employed by a transit company and a gas company applied for review of decisions of the Wisconsin Supreme Court.

The union which represents the employees of the Milwaukee Electric Railway and Transport Company for collective bargaining purposes for many years had entered into collective agreements with the company without resorting to strike. In 1948, however, the parties were unable to agree on wages, hours and working conditions, and the union called a strike to enforce its demands. The Wisconsin Employment Relations Board, which is charged with administering the public utilities strike legislation, secured an *ex parte* order from a State Circuit Court restraining the strike. In compliance with that order the union postponed its strike. Thereafter, the Circuit Court entered a judgment under which the union and its officers were "perpetually restrained and enjoined from calling a strike . . . which would cause an interruption of the passenger service of the transit company". The Wisconsin Supreme Court affirmed the judgment.

Substantially the same situation obtained with respect to the employees of the Milwaukee Gas Light Company. A strike was called in 1949, and the gas workers left their jobs. As with the transit workers, an injunction was obtained ordering the union to notify all employees called out on strike to return to work immediately. Although the strike was quickly settled, the Circuit Court found that the union had not obeyed the order and it was fined for contempt of court.

The Public Utility Anti-Strike Act provides that,

> It shall be unlawful for any group of employees of a public utility employer acting in concert to call a strike or to go out on strike, or to cause any work stoppage or slowdown which would cause an interruption of an essential service.

A similar prohibition of lockouts follows. An "essential public utility service" is defined in the Act to include water, heat, gas, electric power, public passenger transportation and communications. Whenever collective bargaining results in an "impasse or stalemate" likely to cause interruption of the supply of an essential public utility service, the Wisconsin Employment Relations Board is empowered to appoint a conciliator. If conciliation fails, the Board is directed to select arbitrators who shall "hear and determine" the dispute. The Act establishes standards to govern the decision of the arbitrators and provides that the order of the arbitrators shall be final and binding upon the parties, subject to judicial review. Thus, the Act substitutes arbitration upon order of the Board for collective bargaining whenever an impasse is reached in the bargaining process, and as part of the statutory scheme denies utility employees the right to strike. In upholding the constitutionality of the Act, the Wisconsin Supreme Court stressed the importance of utility service to the public welfare and the plenary power which a state is accustomed to exercise over such enterprises.

The United States Supreme Court, reversing the judgment of the Wisconsin courts, found the Act unconstitutional because it

was in conflict with federal legislation. The National Labour Relations Board had exercised jurisdiction in respect to labour relations in both the gas and transit company as being work affecting inter-state commerce.

Mr. Justice Vinson first summed up the extent of federal regulation of peaceful strikes for higher wages in industries affecting commerce as interpreted in recent Supreme Court decisions.

> We noted that Congress . . . expressly safeguarded for employees in such industries the "right . . . to engage in . . . concerted activities for the purpose of collective bargaining or other mutual aid or protection", e.g., to strike. We also listed the qualifications and regulations which Congress itself has imposed upon its guarantee of the right to strike, including requirements that notice be given prior to any strike upon termination of a contract, prohibitions on strikes for certain objectives declared unlawful by Congress, and special procedures for certain strikes which might create national emergencies. Upon review of these federal legislative provisions, we held: "None of these sections can be read as permitting concurrent state regulation of peaceful strikes for higher wages. Congress occupied this field and closed it to state regulation".

Mr. Justice Vinson then discussed the opinion by the Wisconsin Court that a local public utility should be distinguished from a national manufacturing organization so far as the rights conferred by the Labour Management Relations Act were concerned. He cited the *Consolidated Edison Co.* v. *Labour Board* case, 1938, which established that federal labour legislation, encompassing as it does all industries "affecting commerce", applies to a privately-owned public utility whose business and activities are carried on wholly within a single state. He further pointed out that no distinction between public utilities and national manufacturing organizations has been drawn in the administration of the federal Act, and when separate treatment for public utilities was urged upon Congress in 1947, the suggested differentiation was expressly rejected. He concluded that "Creation of a special classification for public utilities is for Congress, not for this court".

Another point on which the Wisconsin Court had relied was that since the federal Act provided a procedure for *national* emergencies, Congress intended, by silence, to leave the states free to regulate *local* emergency disputes. However, Mr. Justice Vinson pointed out that the Wisconsin Act was not "emergency" legislation but a comprehensive code for the settlement of labour disputes between public utility employers and employees. Far from being limited to local emergencies, the Act has been applied to disputes national in scope, since arbitrators were appointed under the Act to determine the Wisconsin phase of the national telephone strike which threatened in the spring of 1950. Likewise, the Act has been applied when an emergency did not exist as it was invoked to avert a threatened strike of clerical workers of a utility. A proposal to make settlement by arbitration compulsory in public utility disputes was expressly rejected by Congress when the federal Act was amended in 1947, not because of any desire to leave the states free to adopt it, but as being inconsistent with federal policy.

Mr. Justice Vinson referred to the "debatable policy questions" raised in the argument. The unions involved and the National Labour Relations Board contended that prohibition of strikes with reliance upon compulsory arbitration for final settlement destroys the free collective bargaining declared by Congress to be the bulwark of the national labour policy, and leads to more unrest and disruption of service than is now experienced under a system of free collective bargaining, accompanied by the right to strike. The utility companies, the State of Wisconsin and other states stressed the importance of public utility services to the community and held that problems in such services are best left to the local government to solve. In the view of the Supreme Court, these questions cannot properly be resolved by the Court. They are for determination by Congress through legislative enactment, and in the Labour Management Relations Act, Congress had pronounced upon them.

In a dissenting opinion, Mr. Justice Frankfurter, with whom Mr. Justice Burton and Mr. Justice Minton concurred, took the position that there was no essential conflict between the Wisconsin Act and the federal labour law. The Taft-Hartley Act does not, in specific terms, deal with the problem of local strikes in public utilities. "Due regard for basic elements in our federal system makes it appropriate that Congress be explicit if it desires to remove from the orbit of state regulation matters of such intimate concern to a locality as

the continued maintenance of services on which the decent life of a modern community rests". After discussing previous decisions of the Supreme Court dealing with the sections of the Taft-Hartley Act on which the "right to strike" is based, he concluded that,

> To derive from the general language of the federal Act a "right" to strike in violation of a state law regulating public utilities is to strip from words the limits inherent in their context.

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 998, et al v. *Wisconsin Employment Relations Board; United Gas, Coke and Chemical Workers of America, CIO, et al* v. *Same,* Labour Relations Reporter, Vol. 27, No. 35, 2385.

United States Railway Labour Act Amended

Union-shop and check-off clauses are now permitted in collective agreements under the Railway Labour Act.

An Act to amend the Railway Labour Act (Public Law 914 approved by the President January 10, 1951) permits union shop clauses in collective agreements, subject to certain conditions, and also permits clauses providing for the check-off of union dues. The Railway Labour Act governs the labour relations of railroads and air lines and their employees.

A new paragraph is added to Section 2, authorizing, notwithstanding any other provisions of the Act, agreements requiring, as a condition of continued employment, that within 60 days following the beginning of employment, or the effective date of the agreements, whichever is the later, all employees shall become members of the labour organization representing their craft or class.

Two conditions are imposed for the execution of union shop agreements. First, a union cannot require union membership as a condition of employment if, under its constitution, it refuses to accept the membership of persons of certain classes or offers them only limited membership. Second, an agreement may not require membership in a union as a condition of employment with respect to employees to whom membership was denied or terminated for any reason other than the failure of the employee to pay the dues uniformly required as a condition of acquiring or retaining membership. This provision removes from the requirements of the agreement as to union membership any employees to whom membership has been denied or who have been expelled from membership for any cause except nonpayment of dues. In such cases, nonmembership in the union would not be a reason for dismissal.

Under the amendment, agreements may contain a check-off clause, but this clause must provide that no deduction shall be made until each individual employee has furnished the employer with a written assignment of dues to the union, and this assignment shall be revocable in writing after the expiration of one year or upon the termination date of the collective agreement, whichever is the sooner.

The Act, as now amended, does not *require* the execution of union-shop agreements; it merely permits railway and airline companies and the representatives of their employees, through the voluntary process of collective bargaining, to include union-shop provisions in their collective agreements. Neither does the Act *require* a collective agreement to provide for the check-off. It merely allows the check-off to be adopted by agreement between the parties.

All forms of union security agreements and deduction from wages of union dues had been prohibited under the Railway Labour Act since 1934. The Senate Committee on Labour and Public Welfare, in reporting on the amendment, explained that the 1934 prohibitions were imposed because of the use of union security agreements by employers as devices for establishing and maintaining company unions. It was estimated that in 1934 there were over 700 agreements with company unions, or about 20 per cent of the total number of agreements in the industry. Since that time, company unions have practically disappeared. Labour organizations, which had in 1934 accepted the statutory prohibitions in order to reach the problems of company control over unions, have recently sought the right to bargain collectively with regard to union-shop agreements and check-off, a right which is possessed in substantial measure by unions representing employees in industry generally under the terms of the Labour Management Relations Act as they have been administered.

Under the Labour Management Relations Act (Taft-Hartley Act), employers and unions may agree to a union shop (each employee must become a member of the union 30 days or more after the date of his employment or the effective date of the collective agreement, whichever is the

later) if (1) the union is the certified representative of the employees in the appropriate bargaining unit and is not company-dominated; and (2) the majority of the employees have voted for it in an election conducted by the National Labour Relations Board. The Board will not hold a vote unless the union can show that 30 per cent of the employees in the unit want the union shop.

Labour Legislation Enacted by the Quebec Legislature in 1951

The Quebec Legislature made no major changes in the labour legislation of the Province at its recent session. The Legislature, which convened two months earlier than usual in order to provide financial aid to people in Rimouski and Cabano who lost their homes through fires last spring, met from November 8-16, 1950, and was adjourned to meet again from January 24 until March 17. During the session Acts were passed to provide for rent control, to make decisions of the Labour Relations Board and councils of arbitration immune to Court action, to permit collective agreements to be made for a term of one, two or three years, and to increase the composition of the Labour Relations Board from five to seven members.

Duration of Collective Agreements

By an amendment to the Labour Relations Act, collective agreements may now be made for a term of one year, two years or, at the most, for three years. Previously, the term of collective agreements made under the Act could not be a longer period than one year but the parties could agree that an agreement should be renewed automatically each year unless notice of termination was given by either party between the sixtieth and thirtieth day preceding the expiration of the agreement.

It is now provided that a one-year agreement which contains an automatic renewal clause will be renewed each year for a further period of one year unless one party gives the other written notice between the sixtieth and the thirtieth day before the end of the agreement that it wishes to terminate or amend the agreement or to negotiate a new one.

Further, if the parties to an agreement wish to make a new agreement for a term beginning at a later date than that of the existing one, they may either prolong their agreement for a period of less than a year or make a new one covering the interval between the expiry of the existing agreement and the date on which they desire the new one to commence.

The other provincial Labour Relations Acts and the federal Industrial Relations and Disputes Investigation Act do not limit the duration of collective agreements. They merely provide that the minimum term of an agreement is one year.

Labour Relations Board not Subject to Court Action

By amendments to the Labour Relations Act and to the Trade Disputes Act, decisions of the Labour Relations Board of the Province of Quebec or of councils of arbitration will not be subject to revision by the Courts. The amendments specifically provide that writs of *quo warranto,* of *mandamus,* of *certiorari,* of prohibition or injunction may not be issued against the Labour Relations Board, against a council of arbitration or against any of their members as a result of a decision, procedure or any act which relates to the carrying out of their duties. These writs are the means by which an appeal against a decision of the Board or a council of arbitration can be made to the Courts.

Further, Article 50 of the Code of Civil Procedure which declares that, "Excepting the Court of King's Bench, all courts, circuit judges and magistrates, and all other persons and bodies politic and corporate, within the Province are subject to the superintending and reforming power, order and control of the Superior Court and of the judges thereof", is declared not to apply to the Labour Relations Board and to councils of arbitration, including councils of arbitration established under the Act

respecting municipal and school corporations and their employees. A section prohibiting judicial writs being issued against councils of arbitration set up to settle disputes concerning municipal and school employees was included in the Act passed in 1949 (L.G., 1949, p. 612).

Composition of Labour Relations Board

The Labour Relations Board has been increased by the addition of two members. By an amendment to the Labour Relations Act, a chairman, vice-chairman and five other members appointed by the Lieutenant-Governor in Council will now make up the membership of the Board instead of a chairman, vice-chairman and three others, as formerly. According to a statement by the Minister of Labour, the amendment was made to give the Board wider representation. The Minister said that the Canadian Congress of Labour had requested the Government to have a representative appointed to the Board.

Rent Control

The Government of Quebec will take over rent control for the Province when the federal Government evacuates the field, by an Act respecting the regulation of rentals which will come into effect on Proclamation. The Act, which will apply in every city and town in the Province, will freeze rents at their level on April 30, 1951, until August 1 of this year and, except under special circumstances, no person may be evicted during that period.

Thereafter, if the parties to a lease are unable to agree to prolong the lease or to make a new one, the lessee may apply to the local administrator to prolong the lease and fix the rent. One local administrator will be appointed in areas with a population of less than 100,000 persons, an administrator and an assistant in more populous areas. Their decisions are subject to appeal to the Rental Commission, a Board of from three to five persons set up as the rental authority for the Province with the authority to fix general rental scales for the different areas. The Act will terminate on May 1, 1953.

Housing

Amendments were made to the legislation which was first passed at the 1948 session of the Legislature to facilitate the building of homes (L.G., 1948, p. 1267).

The powers granted to municipal corporations to enable them to remedy the housing shortage have been extended until February 1, 1954. The powers granted by the original Act include authority to cede land at $1 per unit to co-operative building societies or individuals and to reduce the valuation of any new dwelling for taxation purposes to 50 per cent of its real value for a period of 30 years. Previously, January 15, 1952, was the date fixed for the expiry of these powers.

By a further amendment, the Government is authorized to spend an additional $8,000,000 for the purpose of paying the interest in excess of two per cent on loans made for the building of new homes, such homes to be not more than two-unit dwellings. This additional sum will bring the total amount which has been allotted for this purpose during the last three years to $20,000,000. The period within which homes may be built and advantage taken of the provisions of the Act has been extended to February 1, 1954.

An additional credit of $25,000 has been added to the original sum of $100,000 which was set aside in 1948 for carrying out an inquiry into the housing problem in the Province. The Act authorized the appointment of a commission of from three to five persons for this purpose.

Teachers' Associations in Sherbrooke

By an amendment to the Act respecting Education in the City of Sherbrooke, Roman Catholic teachers' associations may not include workers of another category. The amendment provides that only a professional association of male and female teachers exclusively composed of persons in the service of the Board of Roman Catholic School Commissioners of Sherbrooke may be certified as bargaining agent by the Labour Relations Board of Quebec and may negotiate and sign a collective agreement with the school board. In negotiations with the school board, the professional association may only be represented by one of its members.

Old Age Pensions

An Act, to remain in effect for one year, was passed to authorize the Quebec Government to enter into an agreement with the Government of Canada regarding payment of old age pensions and pensions for the blind. The Provincial Government is also authorized to consent to a well-defined constitutional amendment which will permit the payment of such pensions on a fair basis and in co-operation with the federal authorities.

The Act was passed as a result of a federal-provincial conference held in December, 1950. At this conference the

federal Government proposed that a contributory old age pension scheme should be inaugurated under which the federal Government should provide pensions for all persons 70 years of age and over without a means test, and the federal and provincial Governments should share equally the cost of providing pensions to persons between the ages of 65 and 69 with a means test (L.G., 1951, p. 8).

Amendments to the British North America Act are necessary in order to give the federal Government jurisdiction to implement its part of the old age security plan. Draft constitutional amendments have been submitted to the provincial Governments for their consideration.

Co-operatives

An Act was passed authorizing the Lieutenant-Governor in Council to appoint three Commissioners to revise, co-ordinate, consolidate and suggest amendments to the laws of the Province governing co-operative syndicates. Various systems of taxation in relation to co-operatives will be studied by the Commissioners who will then make recommendations, taking into account the special nature of these organizations and the general economy of the Province. The Commissioners must submit a report of their work and their recommendations to the Lieutenant-Governor in Council within 12 months of their appointment unless the Lieutenant-Governor in Council fixes a later date.

Annual Report of the New Brunswick Department of Labour

Continuing good labour relations are noted in the Annual Report of the New Brunswick Department of Labour. A new Minimum Wage Order is now applicable to nearly all women workers in the Province.

The Department of Labour of New Brunswick is responsible for the administration of the Factories Act, 1946, the Stationary Engineers' Act, 1946, the Apprenticeship Act, 1944, the Labour Relations Act, 1949, the Minimum Wage Act, 1945, the Industrial Standards Act, 1948, and the Trades Examination Act, 1949. The Annual Report of the Department for the year ending October 31, 1950, summarizes the year's activities under each of these Acts.

Labour Relations

Good employer-employee relations during the year under review are reported. Only four strikes occurred. The total number of employees involved in strike action amounted to 421 and the time-loss in man-working days totalled 4,764. In six disputes, the Minister of Labour was requested to provide conciliation services. In each case a Conciliation Officer was appointed to confer with the parties, and in two cases where such conciliation was unsuccessful a Conciliation Board was appointed to deal with the matters in dispute.

During the year the Labour Relations Board received 30 applications for certification of bargaining agents. Of these 19 were granted, one was dismissed and 10 were pending at the close of the year. In three cases the Board directed that a secret ballot of all employees in the bargaining unit be conducted by an official of the Department in order to determine whether a majority of the employees in the unit supported the applicant union as their bargaining agent. As the result of such a vote the Board revoked the certification of one union.

Minimum Wages

During the year the Minimum Wage Board renewed the Minimum Wage Order affecting male employees engaged in producing pulpwood, pitprops or logs for the period from April 30 to September 30, 1950 (L.G., Oct., 1950, p. 1707). After giving consideration to information obtained from employers and workers and after conducting an extensive survey of wage rates and existing conditions, the Board decided to allow the Order to expire on September 30. This action was taken as the Board was ". . . convinced that renewal would serve no useful purpose in view of the strong demand for woodsworkers and the general upward wage trend."

The report notes that considerable difficulty was experienced in the administration and enforcement of a General Minimum Wage Order for women workers and of an Order affecting women employees in wholesale and retail merchandizing establishments. These Orders had provided for a minimum rate of $14.40 per week for a standard work-week of 48 hours or less and

also for a minimum rate of 30 cents per hour for part-time employees (L.G., Oct., 1950, p. 1707). Frequently, the question arose as to what number of hours constituted a standard work-week, particularly in seasonal employment and also in plants where hours varied in different departments.

To meet this situation, the Board revoked these Orders and replaced them with a General Minimum Wage Order, effective September 1, 1950, and applicable to all women workers in the Province with the exception of those already covered by a Minimum Wage Order governing hotels, restaurants, etc. (L.G., 1948, p. 492) and those exempted by the Minimum Wage Act.

The new Order established a minimum hourly rate of 35 cents for women working 48 hours or less in a week. The minimum overtime rate for work in excess of 48 hours a week was set at 50 cents per hour.

Departmental inspectors conducted 320 inspections during the year. Twenty-one violations for paying less than the minimum rate, and 102 for failure to post minimum wage orders were discovered and ordered corrected. Reports received from auditors of the Unemployment Insurance Commission have brought apparent violations to the attention of the Department resulting in better enforcement of minimum wage orders.

Industrial Standards

Two Industrial Standards Schedules, affecting the carpentry trade and the plumbing and the pipe-fitting trades in the Saint John zone, expired during the period under review. Both were renewed and came into force on June 15, 1950, and August 1, 1950, respectively.

In accordance with the Industrial Standards Act, an advisory committee, equally representative of employers and employees, was established by the Minister to assist in enforcing each Schedule.

The report notes that Industrial Standards Schedules were well received by both employers and employees. Inspections and investigations secured compliance with the Schedules without resort to court action in any case.

Factory Inspection

During the year the Factory Inspection Branch of the Department inspected 785 establishments employing 21,304 male and 6,229 female workers. As a result of these investigations 703 recommendations were issued with respect to such matters as improved safety, properly equipped lunch and rest rooms, first aid kits, machinery safeguards, improved lighting and ventilation, properly equipped lavatories, etc.

The report draws attention to the fact that, through the Canadian Association of Administrators of Labour Legislation, arrangements were made during the year for the preparation by the Canadian Standards Association of a model safety code for the woodworking industry. Representatives of Governments and industry throughout Canada, assisted by technical experts, have formed a committee to study the matter and to formulate a code of safe practices for this industry.

During the year, local advisory committees established in connection with the control of the employment of children in factories continued to advise on applications for employment by persons under 16 years of age. These committees, composed of representatives of the church, police and educational institutions, recommend that authorization to employ children be given by the Minister in cases where the circumstances warrant such an authorization. Committees are functioning at Saint John, Shippegan, Moncton, Baie Ste. Anne and St. Stephen.

Boiler Inspection

During the year 360 uninsured boilers and 1,099 pressure vessels were inspected by boiler inspectors and inspection certificates issued. In the same period 2,052 stationary engineers' and stationary boilermen's licences were issued.

Apprenticeship

The Apprenticeship Training Program of the Department continued to develop satisfactorily. Seventy-one apprentices completed their training and were given certificates of qualification as journeymen. The trades of pipe-fitter, stationary engineer and switchboard operator and lineman were declared appropriate for contracts of apprenticeship. Welding was also declared a trade appropriate for apprenticeship, to be effective on July 1, 1951.

Pre-employment training, provided for by the Dominion-Provincial Apprenticeship Agreement of January 3, 1949, was continued in the bricklaying, carpentry, electrical, machine shop, motor vehicle repair, plumbing, and body and fender repair trades. A total of 58 candidates successfully completed such training during the year, and 93 per cent were continuing their apprenticeship in the trade in which they received pre-employment training.

Another part of the Apprenticeship Training Program was the part-time classes, usually four hours a week, which were held

in the various vocational schools of the Province. A total of 243 apprentices attended these classes.

Stress was laid on supervision of training-on-the-job. Transfers to other shops are arranged so that the apprentice receives the broadest possible work experience in his trade.

Full-time refresher courses in trade theory and practical work in blueprint reading and drafting, machine shop work, motor vehicle repair, plumbing, welding and body and fender repair were conducted in Saint John and Moncton. During the year 23 apprentices took advantage of these courses which were of up to three months' duration.

Certification of Electricians

Under the Trades Examination Act, 1949, the electricians trade was designated as a trade to which the Act applies, and the Electricians Board of Examiners was appointed to examine candidates and to issue certificates of qualification in the trade. The Board decided that a candidate for a certificate must be at least 16 and must have had five years' practical experience in the electricians trade or hold a valid certificate of apprenticeship in the trade issued by the Apprenticeship Branch of the Department. It was also decided that examinations should consist of written, oral and practical tests and that a pass mark should be 65 per cent. At the first examinations conducted by the Board in Moncton 24 out of 26 candidates were issued certificates of qualifications. Examinations are to be held in other centres as soon as possible.

LABOUR LEGISLATION IN WESTERN GERMANY

Extensive labour legislation has been adopted in Western Germany since the close of World War II, at first by the Occupying Powers, and more recently by the Federal Government and by the state governments. The new legislation represents a return to the kind of democratic procedures that were destroyed under Naziism.

In the labour laws issued under the occupation of Western Germany, there have been strong indications of a return to democratic institutions and procedures which first had been established by the Weimar Republic and then destroyed in 1933 under Naziism, according to an article by Oscar Weigert of the United States Labour Department's Division of Foreign Labour Conditions, appearing in the *Monthly Labour Review* of December, 1950.

Four distinct stages have marked the progress of labour legislation during the five years of Western Germany's occupation, the article states: (1) The Four Occupying Powers imposed several new labour laws without any German participation, to be applied in all Occupation Zones; (2) with the end of Four Power Legislation in 1947, the Laender in the United States and French Zones enacted their own labour statutes; (3) in 1948, the authority to pass Land* labour legislation was extended to the British Zone, and German bizonal labour legislation was authorized by the British and American Military Governors; (4) establishment of the Federal Republic in the United States, British and French Zones delegated to the Federal Government the power, concurrent with that of the Laender, to enact labour law.

As a consequence of these various changes, Mr. Weigert points out, existing labour legislation in Western Germany is not a unified national system. It is a legal patchwork of statutes varying in origin and differing from Land to Land. This complex situation, he states, is "a natural but undesirable incident of divided Occupation and also of a policy of decentralization which favoured the development of separate legislative programs in the 11 West German Laender."

At the beginning of the Occupation, the Allied Powers faced a three-fold task: to eliminate Nazi methods and doctrines from labour statutes and practices; to overcome

* Land—A political unit somewhat similar to a state in the United States. Plural: Laender.

the chaotic conditions existing in the defeated country; and to establish the elements of a new legal system capable of guiding future German legislation.

The numerous Nazi labour laws were handled in different ways by the Allied Control Council in Berlin, the common agency of the four Powers. Highly objectionable statutes were abolished. Others which were indispensable such as the wartime legislation on wage and employment controls, and protective labour legislation, were retained.

Supporting the revival of trade unionism and collective bargaining, the Council authorized the restoration of works councils in individual plants and prescribed the re-establishment of labour courts and of machinery for conciliation and arbitration.

Land Labour Legislation

The first body of post-war labour law of German origin appeared in the constitutions which were made public by the seven Laender in the U.S. and French Zones in 1946 and 1947 and approved by the Occupation authorities. The Land constitutions guaranteed freedom of association, recognized collective bargaining, and provided for works councils in individual plants and for labour's right to participate in managerial decisions. In the subsequent years, each of the Laender in the American and French Zones worked out labour laws based on the constitutions. In the British Zone, labour legislation was least developed because of temporary restrictions of legislative powers and the inclusion of fewer specific labour provisions in the Land constitutions. It was most advanced in the Laender of the French Zone to which the bizonal legislation, initiated in 1948, did not extend.

Bizonal Laws

From 1948 to 1949 two laws enacted by the German Economic Administration for the U.S. and British Zones were of major importance. One of them ended wage controls and opened the way for genuine collective bargaining and the other re-established a legal framework for such bargaining.

Federal Jurisdiction

The 1949 provisional constitution of the Republic, while it did not contain a special section on labour matters, did nonetheless lay down "basic rights" such as freedom of association, free choice of occupation, and equal status of men and women.

"The Republic," Mr. Weigert points out, "has broad powers in regard to labour laws. Federal legislation is permitted, for instance, if it is needed for 'the preservation of legal or economic unity beyond the area of an individual Land, in particular for the preservation of uniform living conditions.' Outstanding German labour jurists contend that this clause establishes federal jurisdiction in almost all labour matters. Federal laws, when enacted, supersede Land laws."

The provisional constitution recognizes as federal law nation-wide labour laws which were not abolished by the Nazis or by the Occupying Powers. The bizonal labour laws of 1948 and 1949 also became federal law, but only in the U.S. and British Zones. They are effective in the French Zone as well on condition that the Laender accept them.

Scope of Recent Laws

While a balanced and inclusive system of labour law was impossible under the shifting economic and political conditions of the past five years, almost every field of labour law has actually been touched upon by recent legislation. "In some areas," states the article, "recent legislative provisions were limited to establishing fundamental and binding principles such as freedom of association or the right to equal pay for equal work. In the protective labour legislation field, only minor changes were made in the existing body of nation-wide statutes. In some other fields, recent labour laws are no longer valid."

Collective Bargaining

There are certain remaining areas of labour law where legislation announced during the Occupation is in effect and may considerably influence future trends. Among these are laws concerning collective bargaining. From the outset, American and British authorities helped to revive the tradition of such bargaining, which was highly developed at the time of the Weimar Republic but was suspended under the Nazi régime. With the lifting of wage controls in November, 1948, collective agreements again became an important factor in labour relations.

The bizonal law of 1949 defines the partners to the collective agreement and describes the latter's form and content. The contract has binding force on both the members of the organizations (company and unions) in the agreement and the organizations themselves. Changes in employment conditions are legal only if they are allowed in the agreement or if they are to the worker's benefit.

One provision which bizonal law adopted from pre-Nazi legislation was authorization

for the Labour Administration to extend the binding power of collective agreements to employers and workers who are not parties to the agreement but work in the same geographical area and industry or occupation. In the new law the conditions for such an extension are more explicitly defined and more narrowly drawn than in the earlier legislation.

The three Laender in the French Zone, as a result of this change, decided to regulate collective bargaining by laws of their own. In most of its provisions a 1949 law in Rhineland-Palatinate follows the bizonal statute but gives more freedom to the Land Labour Minister on the extension of collective agreements. The enactments of the other two Laender—Baden and Wuerttemberg - Hohenzollern — even provide for government intervention in collective bargaining itself. "Collective agreements," states the article, "become valid only by registration with the Land Labour Ministry, and registration can be refused by the Ministry. The advocates of this legislation contend that economic conditions in Western Germany are not stable enough to allow more than a 'controlled freedom' of collective bargaining as a part of a 'compromise between a free and a controlled economy.'"

Labour-Management Disputes

In 1946 the Control Council restored the two methods of adjusting labour-management disputes effective in the Weimar era. The first concerned disputes over the application of laws or agreements and these were handled by labour courts which adjudicated matters of law and contractual terms. Under the second method, public agencies intervened when the parties could not agree on original terms, renewal, or change of collective agreements.

The Control Council Law on Conciliation and Arbitration differs from the Weimar statutes in two essential points: (1) the public agencies intervene only if requested by all parties to a dispute; (2) awards are not compulsory (except in special cases where a dispute affects the interests of the Occupation). The author notes that both unions and employers oppose return to compulsory arbitration. During recent years, the few major labour disputes that did occur in Western Germany were settled by voluntary arbitration.

Further legislation adopted in recent years has concerned works councils, protection of workers in cases of dismissal and paid vacations.

Co-Rule in Coal and Steel

On January 26, the *New York Times* reported an important agreement between West German trade unions and industrial leaders on a proposed "co-determination" law, in the coal and steel industries.

Following agreement, Chancellor Konrad Adenauer instructed Labour Minister Anton Storch to draft, for passage through Parliament, a proposed law granting workers a 50 per cent share in the management of the steel and coal industries. The law would provide for creation of a series of councils in each plant and mine, and an over-all "Senate" for the respective industries, half of whose members would be selected by management and half by the unions.

The Economist states that the settlement provides for the following organization in the iron, steel and coal companies:—

(1) two out of eleven members of the board of directors to be nominees of the main trade union concerned, and two more to be trade unionist employees of the firm, who will be nominated by the works council, and may be rejected by the TU headquarters;

(2) a fifth director to be nominated by the trade union but to be a neutral individual having no connection with the industry;

(3) the employers to have similar rights of nomination;

(4) the "eleventh man," as he is popularly termed, will be an expert and an arbitrator, who will be nominated by the rest of the directors. The general meetings are to elect the nominees.

In the board of managers a labour manager will sit with the technical and commercial managers—all of them on a year's probation unless they are already tried men. Finally, two new bodies, called "Senates," will be set up over the steel and coal industries to resolve disputes and give recommendations. They will consist of nominees of the employers and unions chosen by the Government.

JOB ANALYSIS PROGRAM WILL FACILITATE SELECTION OF WORKERS FOR DEFENCE JOBS

The Unemployment Insurance Commission has recently started training a staff of officers to become job analysts, with a view to improving its placement services. While primarily designed as an extension of its normal services, the program is expected to be of particular value in selecting workers for defence production.

At a time when the manpower requirements of Canada's defence effort call for the most effective utilization of the nation's working force, the job analysis program on which the Unemployment Insurance Commission has recently embarked assumes an importance beyond the normal employment placement procedure. Unlike the position in World War II, when both Canada and the United States had an existing and potential labour supply upon which to draw or train, the approaching situation is likely to be marked by manpower shortages, particularly of skilled craftsmen. The Commission's job analysis program is aimed at making the most effective use of the working force by attempting, through examining and analysing jobs at the place of work, and ascertaining the skills of workers, to "match" the skilled worker with the skilled job.

Matching men with jobs is a fundamental function of the Employment Service, and it is an essential requirement that the employment officer know the man—his qualifications, experience, education and other attributes—and that he know the job and what it requires to do it successfully. In the larger offices of the Commission some degree of specialization on the part of employment officers is possible, and many officers are able to concern themselves only with fields of employment with which they are thoroughly familiar. In all too many cases, however, because of the impracticability of having specialists in the 12,000 and more occupations in Canada, employment officers are often called upon to select workers for jobs for a knowledge of which they have to rely upon specifications laid down in employers' orders, by occasional conducted plant visits, by past experience, or by reference to other occupational information.

The main source of information about jobs to be filled is, of course, the employer's order form. But because in many instances an employer's order is given by telephone, the employment office, particularly in the case of new and unfamiliar jobs, is sometimes severely handicapped in acquiring anything but a general guide as to the type of person capable of filling the job successfully. Precise selection in these circumstances, except where the employment officer is familiar with the occupation, is impossible. Sometimes two or even more referrals must be made for a single job opening before the right man is placed, and a poor placement has the undesirable results of involving the employer in expense in training and expense arising out of high turnover, and, to the worker himself, dissatisfaction with a job which he is ill-equipped to perform.

The Unemployment Insurance Commission, recognizing these facts, has always encouraged the accumulation of knowledge about jobs, and over the years the local employment offices have, by various means, built up a fund of information concerning many of the jobs they have been called upon to fill. The Commission has been active, too, in devising and improving methods for the proper appraisal of applicants' suitability for jobs. Interviewing techniques, occupational coding systems, oral trade questions and, recently, a testing program for local offices, are all steps by means of which the Commission seeks to increase the effectiveness of its employment operations.

The job analysis program recently inaugurated, and still in its early stage of training officers to become job analysts, is directed towards those areas of the employment field where it can be most economically and profitably applied. It will result in standardizing methods at present in use, of accumulating and recording essential facts about jobs, and will instruct personnel in those offices where such techniques have not yet been employed in any scientific manner.

Job Analysis Technique

The technique or process of job analysis involves observation of the worker on the job, interrogating both the worker and his supervisor, and so identifying the factors required for successful job performance. The practical knowledge thus acquired is recorded on a job analysis schedule which is quite comprehensive, including such factual information as the job title, the number employed in that job, and the seasonal pattern of employment in the job. The most important information recorded, however, is a precise and detailed description of the work performed, broken down into its various task elements. This is followed by job requirements such as previous job experience, on-the-job training necessary before proficiency is attained; formal training required and whether in-plant, technical or vocational; hobbies which assist in acquiring certain skills; if apprenticeship is necessary; relationship of the job to other jobs in terms of possibilities of advancement or transfer; type of supervision given and received; responsibility for materials, equipment and safety of others; mental abilities and personality factors of the worker; physical characteristics the worker must possess, such as manual dexterity, good eyesight; knowledge of machines, products and processes necessary.

The job analyst is also required to note and record the physical demands the job makes on the worker—such as whether it requires standing for long periods of time, lifting heavy weights—as well as the working conditions surrounding the job. This information is particularly useful in the placement of physically handicapped workers.

Besides facts about individual jobs, job analysts are required to collect information regarding the employment policy of the firm, as to the employment of women and certain types of workers such as handicapped persons.

Once the job analysis survey has been completed the information gathered is transferred to permanent cards, which are designated by the local employment office as job specifications. This, of course, is done only after they have been thoroughly discussed with and approved by the employer. When the employer requires workers for a job for which there is a job specification on file in the local office, it is necessary for the employment officer to inquire only as to the number of workers required, the hours of work and rates of pay, which may fluctuate. The job specification remains as a permanent job order, consequently the processing of the order is facilitated by the fact that the essential information about the job is complete.

Provides Basis for Effective Selection

The time factor, however, while important to a busy local office and to a busy employer, is not by any means the main benefit derived from job specifications. A greater benefit, perhaps, is that it results in a more precise matching process, a better selection of workers and, with possible shortages of labour developing, a fuller utilization of the available work force. There is little doubt that as the defence production program intensifies, shortage of skilled workers will demand the breaking down of skilled jobs so that they can be performed by women and by semi-skilled or unskilled workers. The fact that these jobs are termed semi-skilled or unskilled does not mean that anyone can perform them successfully. Almost all jobs have certain requirements which must be met, some physical, some mental, some involving educational attainments, some requiring similar or related experience. An analysis of such new jobs would appear to be a prerequisite to the economical selection of workers.

A further advantage in having job specifications is that the local employment office is enabled to impart information to the applicant about the nature of the work he will be called upon to perform, also the working and environmental conditions surrounding the job.

Factors Determining Jobs to be Analysed

The program, of course, requires the co-operation of employers and any analysis conducted will only be made at the request or with the fullest approval of the employer concerned. It is not the intention of the Commission to analyse all jobs but, as previously stated, only those jobs and areas where it is felt that any analysis is necessary, and where the technique can be economically and usefully applied.

The following factors will be considered in determining in what establishments, and for what jobs, job analysis surveys might be undertaken:—

1. Success or otherwise of the local employment office in supplying the employer with suitable applicants;
2. The size of the establishment and the amount of hiring business done through the local employment office;
3. The number and types of recurring orders placed by an employer with the local office;

4. Labour turnover in a plant in relation to turnover for similar plants or in the industry as a whole;
5. Employers who have job openings of a type frequently recurring in clearance (i.e., the system whereby job orders which cannot be filled locally are extended to other areas, to other regions, or across the country);
6. Employers who have indicated an interest in hiring handicapped workers;
7. Employers setting up new jobs—jobs for which requirements are unknown to the local office;
8. Industrial employers whose hiring specifications for a particular job or jobs are much higher or lower than those given the office by other employers for the same type of job;
9. Employers whose hiring specifications for a particular job or jobs are found, upon referral of an applicant, to be either much higher or lower than those originally given on the employers' orders;
10. Employers who request the assistance of the local office in solving hiring problems in terms of recruitment, selection and turnover.

Job Analysis Manual

In preparation for the job analysis program, officers of the Commission, after intensive study of the subject, prepared a technical handbook to serve as an instructional guide to those officers engaging in the actual work of job analysis. The handbook is designed also as a source of reference for the information of all employment officers regardless of whether their duties are concerned with registration, selection, employer-relations work, or employment counselling, on the assumption that all of these functions require an insight into occupations and jobs.

No program of this kind and scope, dealing as it does with a highly technical subject, can be launched without considerable training. The first course of training was conducted at the Commission Head Office early this year, and was given to a group of staff training officers and employment specialists. These officers, still under the guidance of Head Office technicians, are extending the training to similar groups at regional and large local offices. It is expected that by mid-summer local offices in several regions will be trained to undertake job analysis surveys in employers' establishments.

The efficiency of a public employment service is often measured by the number of placements effected over a given period. Canada's employment service makes almost 800,000 placements annually. However, there is a growing appreciation of the qualitative aspect of placements, and a realization that the proper selection and fitting of workers into jobs can have a far-reaching effect upon the productivity of a country's working force. While the adoption of more scientific techniques and methods of selection can be regarded as logical steps in the development of the employment service, it is timely that in the face of threatening shortages of skilled workers and, in consequence, the necessity for the fullest utilization of the labour force, Canada's employment offices will be better equipped than ever before to serve employers seeking workers, and workers seeking jobs.

Selected Decisions of Umpire Under the Unemployment Insurance Act

The decision printed below relates to the disqualification of married women from benefit under Benefit Regulation 5A, which became effective on November 15, 1950. Because of its importance it is printed in full.

Held: (1) That the question of the constitutionality of the regulations passed by the Commission and approved by the Governor in Council is not one which comes within the purview of the Umpire.

(2) That the claimant, a married woman, was rightly disqualified from the receipt of benefit under Benefit Regulation 5A for the period of 2 years following the date of her marriage as she could not meet any of the exceptions provided in the said regulation.—CU-B 655 (March 22, 1951).

DECISION

Summary of the Facts:

The claimant, 28 years of age, was last employed as an assembler (plate straight-

ener) by a radio condenser manufacturing company in Toronto, Ont., from February 4, 1946 to October 5, 1950.

On October 6, 1950, she filed an initial application for benefit stating that she had been dismissed from her employment as a result of a labour dispute at the premises at which she was employed. The Insurance Officer disqualified her from the receipt of benefit under Section 39 of the Act. This disqualification, however, was subsequently removed by a Court of Referees as from November 11, 1950. On November 24, 1950, the claimant was married.

Benefit Regulation 5A, which became effective on November 15, 1950, reads as follows:—

> 5A (1) Every married woman shall be disqualified from receiving benefit for the period of two years following her marriage unless she is relieved sooner from any such disqualification as provided in this section.
>
> (2) In order to be relieved of any such disqualification she shall in addition to proving the fulfilment of all other conditions of entitlement to benefit, prove her attachment to the labour market by working, for an aggregate of at least 90 days, under a contract of service in excepted employment other than employment by persons connected with her by blood relationship, marriage or adoption, or in insurable employment, or partly in insurable employment and partly in such excepted employment; and the period within which such 90 days must fall shall commence on the day following her marriage if she was not then in employment, and shall commence on the day following her first separation from employment subsequent to her marriage if she was in employment at the time of her marriage; and after proving her attachment to the labour market as aforesaid she shall then be relieved of such disqualification for periods of unemployment subsequent to the last of such 90 days.
>
> (3) No disqualification shall be imposed under this section upon a married woman whose first separation from employment following her marriage is by reason of a lay-off due to shortage of work, nor upon a married woman whose employment terminates within two weeks prior to her marriage or at any time following her marriage, solely by reason of her employer's rule against retaining married women in his employ.
>
> (4) Where a married woman's husband has died, has become permanently and wholly incapacitated, has deserted her or has been permanently separated from her, she shall be relieved of any such disqualification from the date of any such occurrence.

Pursuant to paragraph (1) of the above quoted regulation, and inasmuch as she could not meet the exceptions provided in paragraphs (2), (3) and (4) of that regulation, the claimant was disqualified by the Insurance Officer, from the receipt of benefit, for the period from November 25, 1950 to November 24, 1952.

From the decision of the Insurance Officer, the claimant, on December 12, 1950, appealed to a Court of Referees, which heard the case in Toronto, Ont., on December 27, 1950. Mr. J. Hurley, District Organizer of the United Electrical Radio and Machine Workers of America, of which union the claimant is a member, was present at the hearing and gave evidence. The Court unanimously upheld the decision of the Insurance Officer.

From the decision of the Court of Referees, the union, on January 5, 1951, appealed to the Umpire on behalf of the claimant and submitted an elaborate memorandum in which it concludes as follows:—

> To summarize our objections to the decision in this case:
>
> 1. Regulation 5A violates the statutory conditions of the Act as set out in Section 28.
> 2. Had the amendment to Section 38 of the Act intended to give the Commission the power it has usurped to itself in Regulation 5A, it would have been necessary to amend the statutory conditions as set out in Section 28.
> 3. In making Regulation 5A, the Unemployment Insurance Commission went beyond its terms of reference as set out in Section 38 of the Act, Subsections 1 and 2.
> 4. In recommending Regulation 5A the Unemployment Insurance Advisory Committee went beyond its terms of reference as set out in Section 84 and Section 85 of the Act.

An oral hearing was requested and it was held before me in Ottawa, on February 21, 1951. Those who attended and made representations were Mr. J. Hurley, District Organizer, United Electrical Radio and Machine Workers of America, on behalf of the claimant, Mr. A. Andras, Assistant Research Director, Canadian Congress of Labour, and Messrs. C. Dubuc and H. S.

Relph, K.C., Legal Adviser and Chief Claims Officer respectively of the Unemployment Insurance Commission.

CONCLUSIONS:

The finding of the Court of Referees is in accordance with facts and law and therefore must be upheld.

Benefit Regulation 5A, under which come this case and many others which are before me for decision, has been the object of considerable criticism. Some Courts of Referees have expressed doubt as to its constitutionality while others have suggested that it is too rigid and that some discretionary power should be given to the adjudicating authorities.

In oral and written representations, labour organizations have asked me to rule that the regulation is "improperly conceived and administered" or at least to recommend to the competent authorities that it be rescinded along with the authorizing statute which is Section 38 (1) (*d*) of the Act. They also expressed the opinion that the Commission had not given sufficient public notice of its intention to make that regulation.

The question of the constitutionality of Benefit Regulation 5A is not one which comes within the purview of the Umpire under the Act. The regulation was approved by the Governor in Council and, in accordance with Section 98 (1) of the Unemployment Insurance Act, it has the same effect as if enacted in the Act.

There can be no doubt however that the application of the regulation to actual cases has shown that while it serves its purpose of checking the unforeseen drain on the Unemployment Insurance Fund by married women claimants who have actually withdrawn from the labour field, it also creates discrimination.

Paragraph (1) of the regulation provides for the disqualification of every married woman for the period of two years following the date of her marriage and no distinction is made between those who have established their rights to benefit prior to November 15, 1950 and those who have not. While this appears to be a retroactive feature, nevertheless it is in accordance with the authorizing statute. Paragraphs (2), (3) and (4) of the regulation set out definite exceptions to the general rule whereby certain claimants can be relieved from the disqualification, but there are no provisions for equally deserving claimants.

I believe in the principle of a restrictive measure which will prevent married women who are not genuinely in the labour field from draining the Unemployment Insurance Fund to the detriment of the workers of this country for which the Act was really intended. Conversely, I do not feel that married women who are obliged to seek employment because of the low income of their husbands or other reasons of an equally compelling nature should be made victims of too restrictive a regulation.

For those reasons, while I am not prepared to act on the unions' request that I recommend that Regulation 5A be rescinded along with the authorizing statute —although I must say that the latter is not as clear and as unequivocal as it could be—I would suggest that the regulation be so amended as to provide, instead of a general disqualification with exceptions, additional conditions for the entitlement of married women to benefit and that such conditions be elastic enough to prevent discrimination.

Section 38 (2) of the Act reads:—

> The Commission shall give such public notice as it considers sufficient of its intention to make regulations under this section and shall receive any representations which may be made to it with respect thereto.

According to the information before me, representatives of the largest groups of workers in Canada sat on the Advisory Committee which, pursuant to Section 98 (2) of the Act, studied the proposed regulation for married women and the Committee's reports to the Governor in Council on the question appeared in the LABOUR GAZETTE of November, 1949 and October, 1950. As there are apparently no organizations of women workers which could have been consulted, it was not unreasonable for the Commission to feel that adequate and effective notice had been given. In any event, I am confident that the Commission will give full consideration to the opinion expressed by some unions on this matter of public notice.

The appeal is dismissed.

(Sgd:) ALFRED SAVARD,
Umpire.

Dated at Ottawa, Ont., this 22nd day of March, 1951.

Unemployment Insurance Statistics, February, 1951*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of February, 1951, a total of 109,709 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission. While this is a decline of about 36 per cent from the 172,269 claims filed during the month of January, it is a slight increase over the 109,282 claims recorded in February one year ago.

Ordinary claimants on the live unemployment register on February 28 numbered 208,039 (169,626 male and 38,413 female), compared with 220,539 (177,752 male and 42,787 female) on January 31, and 286,163 (232,385 male and 53,778 female) on the last day of February, 1950.

Regular and supplementary claimants on the live register at the end of February totalled 252,533, of which 35,758 represented supplementary benefit claimants. Those on the register seven days or more numbered 207,565 or 81 per cent of the total.

During February, 120,000 initial and renewal claims were disposed of: 77,080 were considered entitled to benefit and 42,920 were not entitled. However, total non-entitlements on all claims adjudicated (including supplementary benefit and revised claims) numbered 57,558. Of these, 33,602 represented regular claims disallowed (due to insufficient contributions), and 15,573 represented claimants disqualified. Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,757 cases; "not unemployed" 3,496 cases; and "refused offer of work or neglected opportunity to work" 1,548 cases.

Persons commencing the receipt of payments on initial or renewal claims during the month numbered 79,421, compared with 104,667 in January, and 112,745 in February, 1950.

Benefit paid in respect of 3,853,024 proven unemployed days amounted to $9,589,561 for the month of February. In January, claimants received $9,367,276 as compensation for 3,788,241 days of proven unemployment, and in February, 1950, benefit payments amounted to $13,605,340 for 5,585,337 days.

During the week February 24 to March 2, 158,045 persons received a total of $2,331,336 for 936,027 compensated days, while for the week January 27 to February 2, 149,816 benefit payments were made amounting to $2,195,606 for 885,092 days.

Average daily rate of benefit for the week February 24 to March 2, was $2.49, compared with $2.48 during the week January 27 to February 2, and $2.44 in the week February 25 to March 3, 1950. The average duration remained the same during the three weeks under review (5·9 days).

Supplementary Benefit

Of the 33,602 regular claims disallowed during the month of February, 33,545 were considered for supplementary benefit. Renewal claims by supplementary benefit claimants totalled 801. A total of 34,421 claims were adjudicated, of which 24,443 were entitled to benefit. Claimants ineligible for supplementary benefit because they could not satisfy basic requirements under any of the four classes numbered 8,383. Benefit payments amounted to $1,093,565.

Insurance Registrations

Reports received form local offices of the Unemployment Insurance Commission showed that during the month of February, 1951, insurance books were issued to 4,161,805 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 55,562 from January 31, 1951.

As at the end of February, there were 243,271 employers registered, representing an increase of 398 during the month.

* *See* Tables E-1 to E-8.

WAGES, HOURS AND WORKING CONDITIONS IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950*

Average hourly wages in the Primary Textile Industry increased more than 6 per cent in 1950. Almost one-half of the mill employees were on a 5-day week; and most were working 45 or 48 hours. Time and one-half was the predominant rate for overtime work. One week with pay was the general vacation period after a year of employment, with many mills increasing this after longer periods of employment. Most of the workers were paid for some or all of the statutory holidays observed.

Average hourly wages in the Primary Textile Industry increased 6·2 per cent during the year ending October 31, 1950, according to preliminary results of a survey of the industry by the Economics and Research Branch, Department of Labour.[1] This increase, which was somewhat less than the 8·5 per cent rise during the previous year, raised the wage index to a high of 258·5 (base 1939=100). Since 1945 average hourly wages in the industry have increased just over 70 per cent.

During the year there have been no significant changes in the hours or working conditions for which comparable information in 1949 is available.[2] The largest groups of employees were normally working 45 and 48 hours a week at the time of the 1950 survey; and almost one-half of the workers were on a 5-day week. Time and one-half was the predominant rate for overtime after daily or weekly hours, and for work on Sundays and statutory holidays.

Most of the workers in the Primary Textile Industry are employed in mills which reported giving an initial vacation of one week with pay, or the equivalent, after a year or less of employment. In most cases this vacation period is increased to two or three weeks with pay after longer periods of employment. Almost all of the employees were in mills which observed from 6 to 10 statutory holidays, and all but 11 per cent were paid for some or all of these holidays when they were not worked.

Regular rest and wash-up periods are fairly common in the Primary Textile Industry, with the largest group receiving rest periods being allowed two 10-minute periods and the largest group receiving wash-up time being allowed two 5-minute periods daily. A shift differential was paid to most of the production employees on the evening or night shifts, a higher differential generally being paid to workers on the night shift.

Geographical and industrial distributions of the 314 mills and 66,132 mill workers is given in Table I. The Primary Textile Industry is predominately located in Quebec and Ontario, with but a small number of mills in the Maritime and Western Provinces. The largest group of mill workers in the Industry, about 55 per cent, were located in Quebec, and the next largest group, just under 40 per cent, in Ontario. The four main divisions of the Primary Textile Industry included in this article are: Cotton Yarn and Cloth, employing about 33 per cent of the mill workers; Woollen Yarn and Cloth, employing 16 per cent; Rayon Yarn and Fabric, 23 per cent; and Knit Goods, 29 per cent.

Women workers comprised about 44 per cent of all mill employees in the Primary Textile Industry.

Average Wages.—The largest increase in average hourly wages during 1950 occurred in the Rayon Yarn and Fabric Division of the Primary Textile Industry, whereas the

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* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 31, 1950.

1 Final index numbers and detailed information on average wages and hours for selected occupations in the four major divisions of the industry will be published shortly in the eighth annual report on *Wages and Hours in the Primary Textile Industry in Canada, October 1950.* This publication will be available on request.

2 "Wages, Hours and Working Conditions in the Primary Textiles Industry, October 1949," THE LABOUR GAZETTE, May 1950, p. 719.

smallest increase occurred in the Cotton Yarn and Cloth Division. The 1950 index numbers (base 1939=100) of the four major divisions of the industry together with the percentage increases since 1949 and 1945 are as follows:—

	1950 Index (Base 1939=100)	Increase 1949-50	Increase 1945-50
		%	%
Cotton Yarn and Cloth	261.4	5.1	75.8
Woollen Yarn and Cloth	274.8	6.3	68.1
Rayon Yarn and Fabric	274.1	10.3	84.1
Knit Goods	243.2	5.6	61.8

The average hourly wages used to calculate the above index numbers are based on average wage rates of time workers and average straight-time hourly earnings of piece workers.

The Normal Work Week.—The normal weekly hours of work in 1950 were similar to the weekly hours as they were at the time of the 1949 survey. More than 90 per cent of the mill employees were normally working from 40 to 48 hours a week, with most of the remainder working more than 48 hours (Tables IIa and IIb). About one-third of the workers were on a 45-hour week and one-quarter on a 48-hour week. Sixty per cent of the employees were working 45 hours a week or less.

The largest group of workers engaged in the manufacture of Rayon Yarn and Fabric were normally working 48 hours a week, but the largest single groups in the other three divisions of the Primary Textile Industry were reported to be working 45 hours. In Quebec, 38 per cent of the mill employees were working 44 or 45 hours a week and 37 per cent were working 48 hours, as compared with 53 per cent and 10 per cent respectively in Ontario.

The proportion of employees on a 5-day week in 1950, 48 per cent, was the same as in 1949. More than one-third of these workers were on a 45-hour week and about 20 per cent on a 40-hour week. The 5-day week was most common in the Woollen Yarn and Cloth and the Knit Goods Industries. In Ontario 87 per cent of the workers were on a 5-day week, whereas in Quebec just 23 per cent were on this work week. Between the cities of Toronto and Montreal the corresponding proportionate difference was even greater, with 93 and 21 per cent of the employees respectively being reported on a 5-day week.

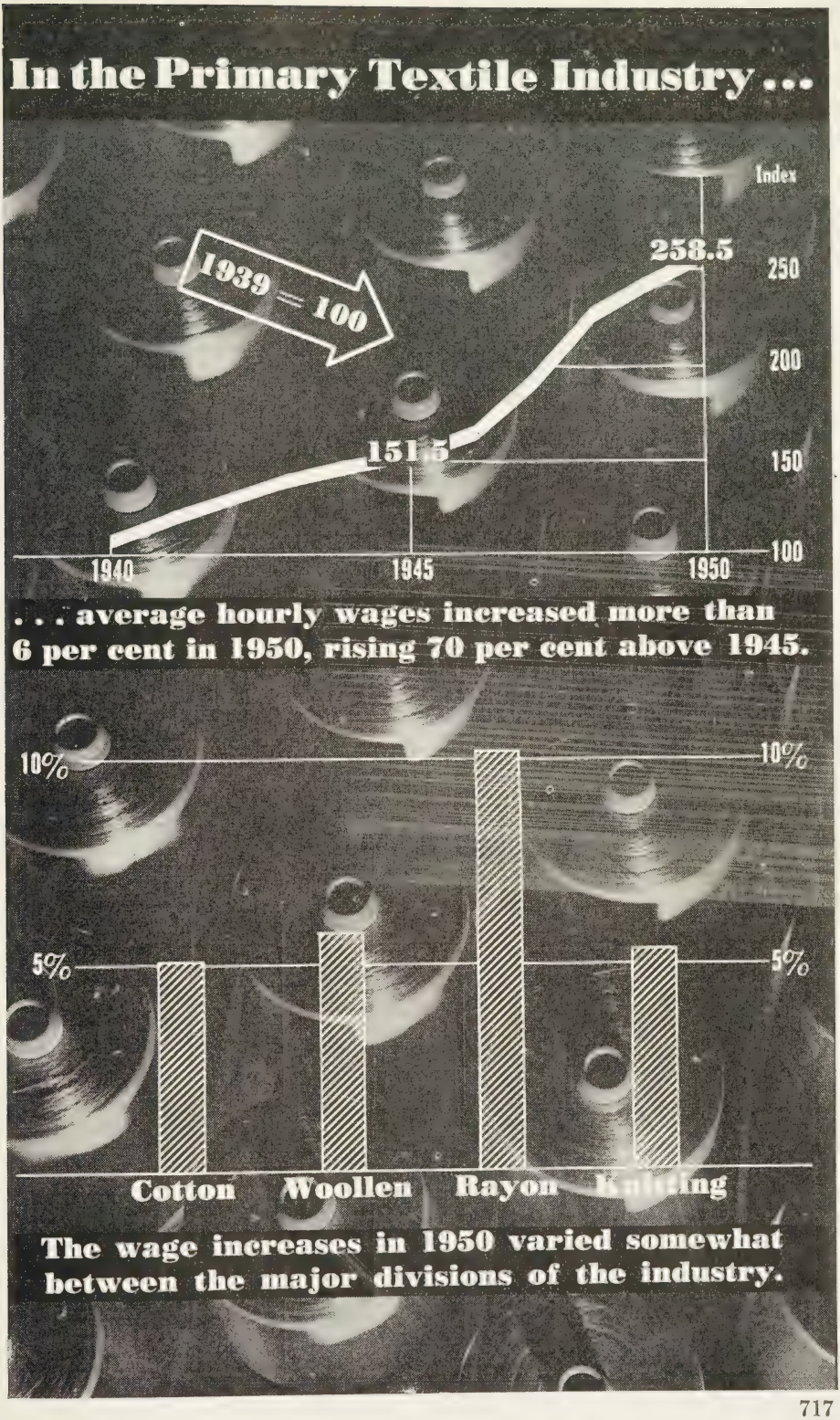
Overtime Payment.—Time and one-half was the predominant rate reported for overtime after daily or weekly hours, and for work on Sunday (Tables IIIa and IIIb). Thirteen per cent of the workers, however, were in establishments which paid double time for work on Sunday, most of whom were in the Rayon Yarn and Fabric and the Knit Goods Industries. About two-thirds of these employees were working in Ontario and most of the remainder in Quebec.

Time and one-half was also the predominant payment for work on statutory holidays, although a number of mills reported paying regular rates of pay, particularly on those holidays which are normally paid for when not worked. When work is necessary on these paid statutory holidays, the general payment of time and one-half is in addition to the regular holiday pay which the worker would have received if he had not worked.

Annual Vacations with Pay.—Almost all of the employees were in mills which reported an initial vacation of one week with pay, generally after a year of employment (Tables IVa and IVb). The amount of payment for the period was based on straight time rates or average straight-time earnings for a normal week's work, 2 per cent of annual earnings or one-half day's pay for each month worked. Eighteen textile mills, employing about 8 per cent of the workers, reported giving an initial vacation of two weeks with pay, or the equivalent. Most of these workers were in the Cotton Yarn and Cloth Industry.

More than 80 per cent of the workers were employed in mills which increased the period of vacation with pay as the worker's term of employment increased. About one-half of these workers may become eligible to receive a maximum of two weeks vacation, generally after 5 years of employment; and most of the remainder may become eligible to receive three weeks with pay, usually after 15 to 25 years of employment. The majority of this latter group may receive an intermediate vacation period of two weeks with pay after 5 years of employment, and in many cases a graduated percentage-of-annual-earnings payment is given.

The majority of mills shut down for a summer vacation period in 1950. Thirty per cent of the workers were employed in


In the Primary Textile Industry . . .
1939 = 100
Index
258.5
250
200
151.5
150
100
1940
1945
1950
. . . average hourly wages increased more than 6 per cent in 1950, rising 70 per cent above 1945.
10%
10%
5%
5%
Cotton
Woollen
Rayon
Knitting
The wage increases in 1950 varied somewhat between the major divisions of the industry.

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113 mills which shut down for one week and about two-thirds of the workers were in 165 mills which shut down for two weeks. Seven of these latter mills shut down for one week in the summer and one week in the winter. A few mills did not indicate the period of shut-down.

Statutory Holidays.—More than 95 per cent of the workers in the Primary Textile Industry were employed in mills which observed from 6 to 10 statutory holidays in 1950 (Tables Va and Vb). Thirty-eight per cent observed 8 statutory holidays and 25 per cent observed 9. The workers in Quebec were in mills which tended to observe a greater number of statutory holidays than did the mills in Ontario. In Toronto, however, the largest group of workers observed 8 holidays, whereas in Montreal the largest group observed 6 days.

The number of holidays observed, in this article, is the number of days when the mill is not operating because of Dominion, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the mill.

All but 11 per cent of the workers were paid for some or all of the statutory holidays when these days were not worked. About 40 per cent of the workers were paid for 6 days and 21 per cent were paid for 8. Most of the workers being paid for 6 statutory holidays were located in Quebec, while most of those being paid for 8 days were in Ontario. There has been a definite increase, since 1949, in the number of statutory holidays paid for, as the proportion of workers being paid for 6 or more days has risen from 54 to 67 per cent.

Rest and Wash-up Periods.—Regular rest or wash-up periods are fairly common in the Primary Textile Industry (Table VI). Fifty-eight per cent of the workers are in mills which permit a regular rest period, most of whom are allowed two 10- or 15-minute rest periods a day.

Wash-up periods are permitted to about one-third of the mill workers in the industry. About 80 per cent of these workers are allowed two wash-up periods a day, each generally of 5 or 10 minutes duration.

Shift Differentials.—Almost one-fifth of the mill employees in the Primary Textile Industry were reported to be working on the 2nd or evening shift at the time of the 1950 survey, and 7 per cent were reported on the 3rd or night shift (Table VII). Most of these workers, particularly those on the night shift, received a wage differential for this shift work. Differentials of 5 cents an hour and 5 per cent of earnings were predominant for workers on the evening shift, whereas 6 to 10 cents an hour and 10 or 15 per cent of earnings were most common for those on night shift.

TABLE I.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

—	Total Primary Textiles	By Industry			
		Cotton Yarn and Cloth	Woollen Yarn and Cloth	Rayon Yarn and Fabric	Knit Goods
Number of Mills	**314**	38	78	38	160
Number of Mill Employees:					
Male	**37,026**	13,662	5,698	10,802	6,864
Female	**29,106**	7,910	4,907	4,141	12,148
Total	**66,132**	21,572	10,605	14,943	19,012

—	By Region				By City	
	Maritime Provinces	Quebec	Ontario	Western Provinces	Montreal	Toronto
Number of Mills	16	125	159	14	30	37
Number of Mill Employees:						
Male	1,522	22,748	12,445	311	2,905	1,281
Female	1,550	13,219	13,637	700	2,169	2,586
Total	3,072	35,967	26,082	1,011	5,074	3,867

TABLE IIa.—THE NORMAL WORK WEEK IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mill Workers by Industry

Normal Weekly Hours	Total Primary Textiles	Cotton Yarn and Cloth	Woollen Yarn and Cloth	Rayon Yarn and Fabric	Knit Goods
Employees on a 5-day Week					
Under 40	19	.....	.....	.....	19
40	6,113	1,675	1,048	267	3,123
Over 40 and under 45	3,858	312	555	1,922	1,069
45	11,470	578	3,673	284	6,935
Over 45 and under 48	3,246	406	952	27	1,861
48	4,446	932	1,666	482	1,366
Over 48	2,392	23	191	1,803	375
Total	31,544	3,926	8,085	4,785	14,748
All Employees					
Under 40	19	.....	.....	.....	19
40	6,147	1,675	1,048	267	3,157
Over 40 and under 44	3,931	312	443	2,389	787
44	8,603	5,286	450	1,888	979
45	21,215	9,762	4,155	284	7,014
Over 45 and under 48	3,777	406	1,191	27	2,153
48	16,431	3,362	2,627	6,950	3,492
Over 48	5,993	769	691	3,122	1,411
Total	66,116	21,572	10,605	14,927	19,012

NOTE: Information on the normal work week was not reported for 16 mill workers.

TABLE IIb.—THE NORMAL WORK WEEK IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mill Workers by Region and City

Normal Weekly Hours	By Region				By City	
	Maritime Provinces	Quebec	Ontario	Western Provinces	Montreal	Toronto
Employees on a 5-day Week						
Under 40	.....	.....	19	.....	.....	19
40	12	1,292	4,313	496	316	405
Over 40 and under 45	.....	360	3,451	47	288	926
45	.....	935	10,535	.....	281	1,780
Over 45 and under 48	.....	1,256	1,990	.....	139	5
48	.....	2,171	2,275	.....	.....	438
Over 48	.....	2,346	46	.....	61	6
Total	12	8,360	22,629	543	1,085	3,579
All Employees						
Under 40	.....	.....	19	.....	.....	19
40	12	1,292	4,347	496	316	439
Over 40 and under 44	.....	773	3,141	17	150	616
44	2,066	3,065	3,095	377	153	522
45	.....	10,458	10,757	.....	3,878	1,780
Over 45 and under 48	174	1,500	2,103	.....	261	24
48	518	13,229	2,563	121	217	461
Over 48	302	5,634	57	.....	83	6
Total	3,072	35,951	26,082	1,011	5,058	3,867

NOTE: Information on the normal work week was not reported for 16 mill workers.

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TABLE IIIa.—PAYMENT PROVISIONS FOR OVERTIME WORK PERFORMED ON SUNDAYS OR STATUTORY HOLIDAYS IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Industry

Payment Policy	Total Primary Textiles		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Rayon Yarn and Fabric		Knit Goods	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Sunday [1]										
Payment received when worked:										
Straight time	2	194	.....	.....	1	80	.....	.....	1	114
Time and one-half	113	43,277	32	20,994	34	6,836	19	10,061	28	5,386
Double time	25	8,416	1	256	7	939	6	3,707	11	3,514
Other overtime payment	1	189	.....	.....	1	189	.....	.....	.....	.....
No overtime policy reported	173	14,056	5	322	35	2,561	13	1,175	120	9,998
Total	314	66,132	38	21,572	78	10,605	38	14,943	160	19,012
Paid Statutory Holidays [2]										
Payment received when worked:										
Holiday pay plus straight time	74	11,891	3	1,775	21	2,470	11	1,960	39	5,686
Holiday pay plus time and one-half	111	40,969	26	16,921	29	6,118	18	11,481	38	6,449
Holiday pay plus double time	10	2,550	2	553	2	213	3	657	3	1,127
Other overtime payment	4	747	.....	.....	1	62	.....	.....	3	685
No paid holidays or no policy reported	115	9,975	7	2,323	25	1,742	6	845	77	5,065
Total	314	66,132	38	21,572	78	10,605	38	14,943	160	19,012
Unpaid Statutory Holidays										
Payment received when worked:										
Straight time	39	4,310	.....	.....	13	1,278	1	97	25	2,935
Time and one-half	93	33,817	13	12,912	20	4,102	23	11,020	37	5,783
Double time	10	2,756	1	256	3	282	2	605	4	1,613
Other overtime payment	7	406	.....	.....	2	203	.....	.....	5	203
No unpaid holidays or no policy reported	165	24,843	24	8,404	40	4,740	12	3,221	89	8,478
Total	314	66,132	38	21,572	78	10,605	38	14,943	160	19,012

1 Sunday work does not include work performed on this day when it forms part of a regular weekly shift.

2 "Holiday pay" in this group means the amount workers receive on statutory holidays when they do not work. This amount is usually equivalent to a regular day's pay.

TABLE IIIb.—PAYMENT PROVISIONS FOR OVERTIME WORK PERFORMED ON SUNDAYS OR STATUTORY HOLIDAYS IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Region and City

Payment Policy	By Region								By City			
	Maritime Provinces		Quebec		Ontario		Western Provinces		Montreal		Toronto	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Sunday [1]												
Payment received when worked:												
Straight time					2	194						
Time and one-half	8	2,298	44	26,672	57	13,772	4	535	8	3,998	4	1,243
Double time	1	168	11	2,797	12	5,434	1	17			2	423
Other overtime payment					1	189						
No overtime policy reported	7	606	70	6,498	87	6,493	9	459	22	1,076	31	2,201
Total	16	3,072	125	35,967	159	26,082	14	1,011	30	5,074	37	3,867
Paid Statutory Holidays [2]												
Payment received when worked:												
Holiday pay plus straight time	2	556	26	4,834	44	6,239	2	262	6	380	11	1,160
Holiday pay plus time and one-half	7	2,152	37	22,890	62	15,488	5	439	10	3,853	5	1,255
Holiday pay plus double time			7	1,288	2	1,245	1	17			1	297
Other overtime payment			2	658	2	89						
No paid holidays or no policy reported	7	364	53	6,297	49	3,021	6	293	14	841	20	1,155
Total	16	3,072	125	35,967	159	26,082	14	1,011	30	5,074	37	3,867
Unpaid Statutory Holidays												
Payment received when worked:												
Straight time	4	427	12	1,776	23	2,107			4	238	7	779
Time and one-half	7	2,009	54	25,593	30	5,872	2	343	5	679	2	99
Double time			8	1,791	1	948	1	17				
Other overtime payment			2	230	3	53	2	123			1	19
No unpaid holidays or no policy reported	5	636	49	6,577	102	17,102	9	528	21	4,157	27	2,970
Total	16	3,072	125	35,967	159	26,082	14	1,011	30	5,074	37	3,867

[1] See footnote (1), Table IIIa.

[2] See footnote (2), Table IIIa.

TABLE IVa.—ANNUAL VACATIONS WITH PAY IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Industry

Length of Vacation and Service Requirements	Total Primary Textiles		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Rayon Yarn and Fabric		Knit Goods	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Initial Vacation										
One Week with Pay after: (1)	*291*	*60,857*	*31*	*18,659*	*74*	*10,561*	*36*	*13,395*	*150*	*18,242*
Less than 1 year's employment	**58**	**17,581**	14	11,233	15	2,638	10	1,582	19	2,128
1 year's employment	**185**	**33,921**	13	5,015	51	7,137	19	9,454	102	12,315
Other periods of employment	**8**	**954**	1	188	3	372	1	100	3	294
Service not specified	**40**	**8,401**	3	2,223	5	414	6	2,259	26	3,505
Two Weeks with Pay after: (2)	*18*	*5,033*	*7*	*2,913*	*1*	*7*	*2*	*1,548*	*8*	*565*
1 year's employment or less	**13**	**4,449**	6	2,530	.....	.....	2	1,548	5	371
Other periods of employment	**3**	**402**	1	383	1	7	.....	.....	1	12
Service not specified	**2**	**182**	.....	.....	.....	.....	.....	.....	2	182
Other Vacation Periods	*1*	*47*	.....	.....	.....	.....	.....	.....	*1*	*47*
Total	**310**	**65,937**	38	21,572	75	10,568	38	14,943	159	18,854
Maximum Vacation										
Two Weeks with Pay after: (2)	*150*	*26,433*	*13*	*4,607*	*46*	*6,821*	*17*	*5,267*	*74*	*9,738*
Less than 5 years' employment	**41**	**3,932**	.....	.....	12	1,098	5	482	24	2,352
5 years' employment	**105**	**21,712**	12	4,351	31	5,190	12	4,785	50	7,386
Other periods of employment	**4**	**789**	1	256	3	533	.....	.....	.....	.....
Three Weeks with Pay after: (3)	*54*	*27,744*	*13*	*14,046*	*10*	*2,932*	*8*	*6,093*	*18*	*4,673*
15 to 25 years' employment	**47**	**25,297**	17	13,973	9	2,559	8	6,093	13	2,672
Other periods of employment	**7**	**2,447**	1	73	1	373	.....	.....	5	2,001
Other Vacation Periods	*1*	*480*	.....	.....	.....	.....	.....	.....	*1*	*480*
Initial Vacation Maintained:	*105*	*11,280*	*7*	*2,919*	*19*	*815*	*13*	*3,583*	*66*	*3,963*
One week	**87**	**6,219**	1	25	18	808	11	2,035	57	3,351
Two weeks	**17**	**5,014**	6	2,894	1	7	2	1,548	8	565
Other	**1**	**47**	.....	.....	.....	.....	.....	.....	1	47
Total	**310**	**65,937**	**38**	**21,572**	**75**	**10,568**	**38**	**14,943**	**159**	**18,854**

NOTE:—Four mills did not report information on vacations with pay.

(1) The amount of payment is straight time or average straight-time earnings for one week, 2 per cent of annual earnings, or ½ day's pay for each month worked.

(2) The amount of payment is straight time or average straight-time earnings for two weeks, or 4 per cent of annual earnings.

(3) The amount of payment is straight time or average straight-time earnings for three weeks, or 6 per cent of annual earnings.

TABLE IVb.—ANNUAL VACATIONS WITH PAY IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Region and City

Length of Vacation and Service Requirements	By Region								By City			
	Maritime Provinces		Quebec		Ontario		Western Provinces		Montreal		Toronto	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Initial Vacation												
One Week with Pay after:(1)	*10*	*1,384*	*123*	*35,355*	*148*	*23,340*	*10*	*778*	*30*	*5,074*	*33*	*3,472*
Less than 1 year's employment	5	657	26	12,347	26	4,567	1	10	9	3,679	5	675
1 year's employment	3	558	78	16,830	96	15,952	8	581	20	1,381	23	2,493
Other periods of employment	.....	.....	1	263	6	504	1	187	.....	.....	.....	.....
Service not specified	2	169	18	5,915	20	2,317	.....	.....	1	14	5	304
Two Weeks with Pay after:(2)	*3*	*1,651*	*2*	*612*	*9*	*2,537*	*4*	*233*	.....	.....	*3*	*348*
1 year's employment or less	3	1,651	1	600	6	1,972	3	226	.....	.....	3	348
Other periods of employment	.....	.....	1	12	1	383	1	7	.....	.....	.....	.....
Service not specified	.....	.....	.....	.....	2	182	.....	.....	.....	.....	.....	.....
Other Vacation Periods	.....	.....	.....	.....	*1*	*47*	.....	.....	.....	.....	*1*	*47*
Total	13	3,035	125	35,967	158	25,924	14	1,011	30	5,074	37	3,867
Maximum Vacation												
Two Weeks with Pay after:(2)	*7*	*1,125*	*56*	*11,872*	*78*	*12,698*	*9*	*744*	*2*	*310*	*16*	*1,884*
Less than 5 years' employment	4	589	9	654	21	2,221	7	468	1	43	5	688
5 years' employment	3	536	43	10,429	57	10,471	2	276	1	267	11	1,196
Other periods of employment	.....	.....	4	789	.....	.....	.....	.....	.....	.....	.....	.....
Three Weeks with Pay after: (3)	*1*	*151*	*23*	*18,978*	*30*	*8,615*	.....	.....	*8*	*3,828*	*5*	*1,088*
15 to 25 years' employment	1	151	21	18,314	25	6,832	.....	.....	8	3,828	5	1,088
Other periods of employment	.....	.....	2	664	5	1,783	.....	.....	.....	.....	.....	.....
Other Vacation Periods	.....	.....	*1*	*480*	.....	.....	.....	.....	.....	.....	.....	.....
Initial Vacation Maintained:	*5*	*1,759*	*45*	*4,637*	*50*	*4,617*	*5*	*267*	*20*	*936*	*16*	*895*
One week	2	108	43	4,025	41	2,052	1	34	20	936	13	519
Two weeks	3	1,651	2	612	8	2,518	4	233	.....	.....	2	329
Other	.....	.....	.....	.....	1	47	.....	.....	.....	.....	1	47
Total	13	3,035	125	35,967	158	25,924	14	1,011	30	5,074	37	3,867

NOTE: Four mills did not report information on vacations with pay.

(1) See footnote (1) Table IVa. (2) See footnote (2) Table IVa. (3) See footnote (3) Table IVa.

TABLE Va.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Industry

Number of Statutory Holidays Observed	Total Primary Textiles		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Rayon Yarn and Fabric		Knit Goods	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Less than 6	13	616	.....	.....	4	174	1	80	8	362
6	32	6,615	6	3,597	12	822	5	1,399	9	797
7	38	8,649	6	2,894	6	352	4	2,911	22	2,492
8	126	25,079	19	9,196	35	6,106	7	1,385	65	8,392
9	43	16,435	5	5,606	12	1,510	4	5,844	22	3,475
10	45	6,299	1	256	8	1,366	11	1,721	25	2,956
More than 10	13	1,218	1	23	1	275	4	593	7	327
Other	3	1,213	.....	.....	.....	.....	2	1,010	1	203
No information	1	8	.....	.....	.....	.....	.....	.....	1	8
Total	314	66,132	38	21,572	78	10,605	38	14,943	160	19,012
Number of Statutory Holidays Paid for When Not Worked										
None	74	7,426	3	2,142	14	1,118	5	695	52	3,471
1	4	219	.....	.....	1	81	1	17	2	121
2	12	4,918	4	2,471	.....	.....	4	2,168	4	279
3	17	2,872	.....	.....	4	312	.....	.....	13	2,560
4	(1) 19	2,861	.....	.....	(1) 7	1,019	5	1,318	7	524
5	17	2,465	2	279	3	776	4	793	8	617
6	70	26,263	12	11,946	18	2,260	12	6,966	28	5,091
7	15	3,267	1	297	6	558	1	1,789	7	623
8	64	14,137	13	4,329	19	4,104	4	951	28	4,753
More than 8	11	679	1	49	2	66	1	149	7	445
Other	1	480	.....	.....	.....	.....	.....	.....	1	480
No information	10	545	2	89	4	311	1	97	3	48
Total	314	66,132	38	21,572	78	10,605	38	14,943	160	19,012

(1) One mill paid for eight statutory holidays after two years of employment.

TABLE Vb.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Mills and Mill Workers by Region and City

Number of Statutory Holidays Observed	By Region								By City			
	Maritime Provinces		Quebec		Ontario		Western Provinces		Montreal		Toronto	
	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers	Mills	Mill Workers
Less than 6	1	12	9	436	2	65	1	103	5	270	2	65
6	4	286	12	4,960	16	1,369	.....	.....	8	3,717	2	67
7	5	1,678	9	1,248	21	5,573	3	150	3	365	7	1,116
8	3	539	13	6,427	104	17,722	6	391	1	25	24	2,167
9	1	388	25	14,359	14	1,328	3	360	1	16	2	452
10	2	169	42	6,123	.....	.....	1	7	6	219	.....	.....
More than 10	.....	.....	12	1,201	1	17	.....	.....	6	462	.....	.....
Other	.....	.....	3	1,213	.....	.....	.....	.....	.....	.....	.....	.....
No information	.....	.....	.....	.....	1	8	.....	.....	.....	.....	.....	.....
Total	16	3,072	125	35,967	159	26,082	14	1,011	30	5,074	37	3,867
Number of Statutory Holidays Paid for When Not Worked												
None	7	364	38	5,387	27	1,470	2	205	10	686	8	332
1	.....	.....	2	84	2	135	.....	.....	1	67	2	135
2	2	1,525	6	1,472	4	1,921	.....	.....	1	13	1	27
3	.....	.....	12	2,550	4	166	1	156	.....	.....	2	78
4	.....	.....	12	2,417	(1) 7	444	.....	.....	4	281	1	37
5	1	40	6	1,179	8	1,037	2	209	3	280	2	66
6	3	624	31	20,342	36	5,297	.....	.....	8	3,660	5	696
7	.....	.....	.....	.....	12	3,206	3	61	.....	.....	3	529
8	3	519	4	993	52	12,252	5	373	.....	.....	12	1,948
More than 8	.....	.....	6	558	4	114	1	7	2	57	1	19
Other	.....	.....	1	480	.....	.....	.....	.....	.....	.....	.....	.....
No information	.....	.....	7	505	3	40	.....	.....	1	30	.....	.....
Total	16	3,072	125	35,967	159	26,082	14	1,011	30	5,074	37	3,867

(1) One mill paid for eight statutory holidays after two years of employment.

TABLE VI.—REST AND WASH-UP PERIODS IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Number and Length of Rest or Wash-up Periods	Rest Periods		Wash-up Periods	
	Mills	Mill Workers	Mills	Mill Workers
One period of—				
5 minutes			10	1,792
10 minutes	15	1,322	4	1,099
15 minutes	12	1,668	1	62
Other	1	7	2	264
Two periods of—				
5 minutes	1	12	51	10,816
10 minutes	118	25,594	20	4,688
15 minutes	45	8,287	11	1,042
Other			12	3,357
Other periods	6	654	5	1,036
Informally permitted	8	965	14	1,154
Not allowed	108	27,623	184	40,822
Total	314	66,132	314	66,132

TABLE VII.—SHIFT DIFFERENTIAL IN THE PRIMARY TEXTILE INDUSTRY, OCTOBER 1950

Shift Differential	Number of Mill Workers	
	2nd Shift	3rd Shift
Cents per hour—		
Less than 5c	1,757	26
5c	2,305	172
6c. to 9c	392	1,010
10c	419	542
Other	11	94
Per cent.—		
Less than 5%	6	4
5%	1,668	246
6% to 9%	31	5
10%	556	857
15%		1,099
20%	50	
Other differentials	59	83
Total	7,254	4,138
No differential paid	5,441	444
Total on Shift	12,695	4,582

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

March 1951 . . .

. . . saw the beginning of seasonal expansion in such industries as construction and transportation and a gradual decline in winter unemployment. The improvement was particularly noticeable in the Ontario and Pacific regions, while in Quebec and the Maritimes, the end of hauling operations meant some slackening in woods employment.

During March, job opportunities increased considerably for nearly all types of workers. Construction firms were beginning to hire their crews for the coming season and many projects were already under way; work on roads was also beginning, and the opening of Great Lakes shipping on March 15 was much earlier than usual. The strong demand for skilled workers continued in manufacturing industries in industrial centres.

This increase in employment was reflected in a gradual decline in the number of applications for work at National Employment Service offices. These totalled 290,300 at March 29, a decrease of 6,400 since the beginning of the month. The decline was mostly confined to applications from male workers, since the seasonal expansion in industries employing a large proportion of women had not yet begun.

Only in the logging industry in eastern Canada was there any marked slackening of activity. As hauling operations were completed in many areas, woodsworkers were beginning to move out of the woods to seek spring and summer employment in such industries as construction and agriculture. Nevertheless, in response to the heavy demand for pulpwood, some companies had already begun their spring cut, in spite of poor ground conditions. Although there was an overall surplus of woodsworkers in both Quebec and the Maritimes, the early spring cutting meant job openings for loggers in some areas both here and in the Lakehead district. The British Columbia logging industry was moving into a more active period in March but early in the month a heavy snowfall occurred and poor road conditions hampered activity in some interior camps.

Manufacturing employment continued to run above last year's levels, with shortages of skilled manpower and some essential materials creating some production problems. In March, there was a continued strong demand for experienced workers in the metalworking trades—machinists, lathe and milling machine operators, and iron moulders among others. Shortages of materials, especially of metals, textiles, plastics and leather, were becoming increasingly widespread during the month, and resulted in some short-term lay-offs. In addition, there were staff reductions, partly seasonal in nature, in confectionery and boot and shoe firms. On the other hand, there was an upswing in employment among dairy, sawmill, shipbuilding and aircraft firms.

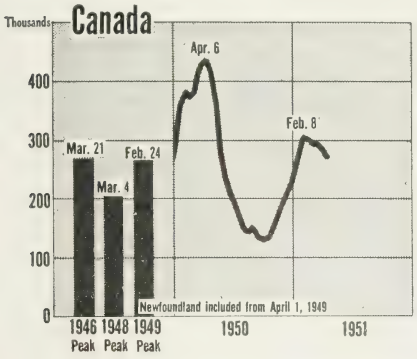
Regional Analysis

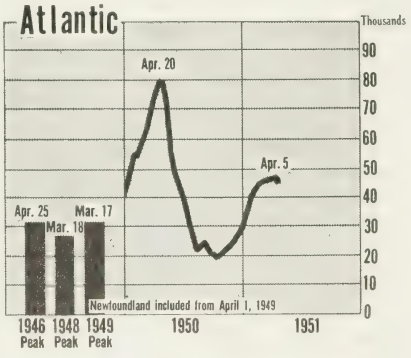
During March, the ***Newfoundland*** economy began its transition to spring and summer activity, this year without a large proportion of the attendant unemployment of other post-war years. Applications for jobs at NES offices increased by only 500 during the month to total 12,400 at March 29. The strength of world demand for newsprint and wood pulp was by far the most important single factor in the relatively improved situation. Among the indications of increasing activity were the start during March of south coast bank fishing, herring fishing and herring packing, and the acceleration of preparations for the early opening of coastal navigation.

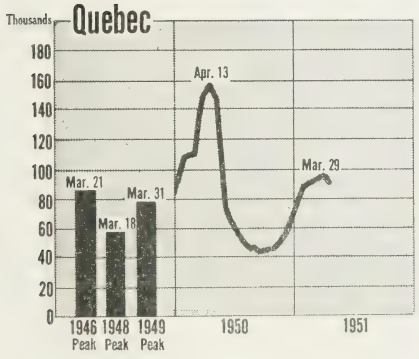
In the ***Maritime*** region, there was little change in the employment situation. At March 29, applications for work on file at NES offices totalled 34,300 compared to 33,300 at the beginning of the month.

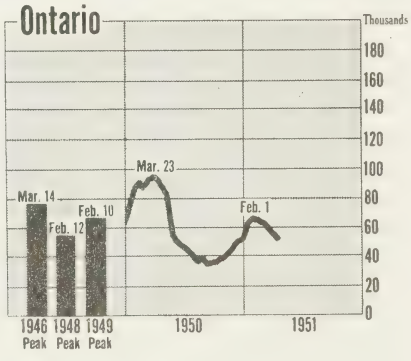
Unfavourable weather conditions, together with an exodus of logging workers into construction and farming, contributed to a further slackening in the forestry industry during the month. Farming, fishing and construction activity had not yet begun on any large scale and a lack of orders cut back the operations of smaller coal mines. However, most manufacturing industries, especially basic steel, were very active; shipbuilding and aircraft employment was also expanding. Employment on the water front at the major ports was at high levels.

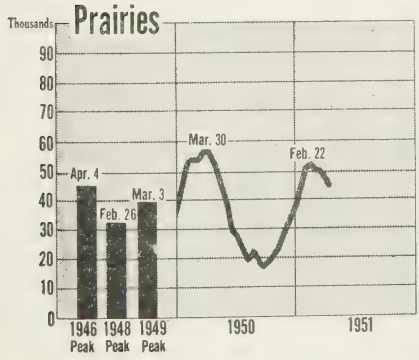
The peak of seasonal unemployment in Canada was reached earlier this winter than last, and was less severe. This is indicated in the chart below which shows the number of persons registered at National Employment Service Offices in Canada and its regions, giving the peak dates for 1946, 1948, 1949, and 1950, and the trend since 1950.

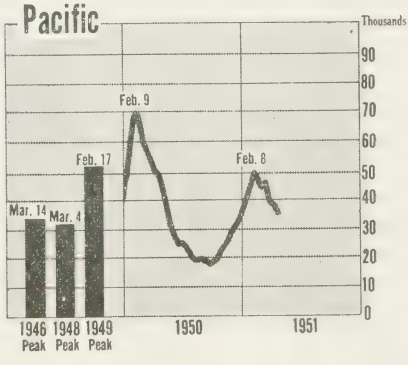












Employment conditions in the region as a whole were substantially improved over those of last year. Above normal construction employment in the larger cities, lighter seasonaly lay-offs in steel and paper mills, higher levels of mining employment and the heavy labour demand in the woods, have all contributed to higher employment and income in the past winter.

Marked counter movements in employment levels in industries in the ***Quebec*** region produced a slight net rise in overall unemployment during March. Applications for work on hand at NES offices increased from 92,500 at March 1 to 95,600 at March 29. Increases in employment in mining, manufacturing, farming and construction were counter balanced by the decline in woods employment.

Heavy iron and steel, aircraft, aluminum, pulp and paper, chemicals and electrical parts industries maintained high level activity or expanded further during the month, and there was a steady demand for skilled workers. On the other hand, scarcity of wool and nylon meant production cut-backs, short-time and lay-offs for primary textile mills, while secondary textile production and employment were expanding. Although ground conditions have not favoured the start of work on new construction, work on projects already under way has been accelerated.

In the ***Ontario*** region, there was a steady decline in registrations at local employment offices during the month from 63,400 at March 1 to 56,700 at March 29. Such improvement was largely due to the sustained high-level activity and expansion in manufacturing since it was too early in the season for any marked upswing on construction. With the opening of lake navigation, many workers were also returning to jobs in transportation. In Collingwood and Midland, there was an increase in shipbuilding employment. At the same time, lumbering and logging workers were being laid off as the winter cutting and hauling season came to an end.

A rise in manufacturing employment, particularly in the aircraft, heavy iron and steel, electrical and chemical industries, took place despite further scattered work interruptions attributed to steel shortages and seasonal slackening in confectionery and tobacco processing firms.

In the ***Prairie*** region, the annual transition from winter to summer work began during March. Workers were gradually leaving their winter occupations in the woods and mines either to return to their farms or to take up other seasonal work. Industrial activity was slight during the month, as the spring thaw made pulp cutting difficult, and closed down sawmill operations and mining exploration. Spring work in agriculture, construction, and railway maintenance had not yet begun on a large scale. As a result, applications on hand at NES offices declined only moderately from 50,800 at March 1 to 49,600 at March 29.

Although spring seeding had not yet begun, many farmers were placing orders for help with the NES during March. In Saskatchewan, there was some difficulty in meeting requirements, in part because workers seemed to prefer construction and other occupations to agriculture.

Although bush work was slackening off in the Lakehead area, there were still almost three thousand job vacancies for bush workers. Because of an anticipated shortage of labour, the larger companies are attempting to hold workers over until summer work begins.

The rapid recovery from winter unemployment which started in the last half of February in the ***Pacific*** region, was checked early in March by heavy snowfalls. Construction projects and spring work on farms were delayed and once again, logging operations on Vancouver Island were brought to a standstill. With the return of milder weather at the end of the month, there was a gradual resumption of full-scale production. By March 29, there were 41,800 registrations for work on file, compared to 44,800 at March 1.

Most of those registered for work were from the forest and construction industries but, with the continuing strong demand for lumber and newsprint and the large construction program planned, it is expected that these workers will be very quickly absorbed. New pulp plants on Vancouver Island and at Prince Rupert have begun operations, and orders for lumber are still running at 65 per cent above the level of the past two years.

In the base metal mining districts in the region, exploration and development is going forward, refining equipment is being set up and old mines reopened. Although the demand for labour resulting from these operations has not been large, experienced hard rock miners were scarce in the Pacific region.

Employment Service Activities

By March 29 applications on hand from men totalled 228,900 and from women 61,300 which was 3,400 and 3,000 respectively less than at March 1, and 6,800 and 6,600 below the winter high in applications.

Up to this date the decline in applications took place mainly in construction, transportation and the metalworking trades.

An increase in registrations of loggers, from 5,400 to 8,300 during the month offset somewhat the slight downward trend, evident in all major occupations. Applications were slightly fewer in the unskilled occupations and Easter activity brought about a decline in registrations in sales work.

There were 2,500 more jobs on file for men and 1,200 for women at March 29 than at the beginning of the month, bringing the total unfilled to 27,100 and 14,300 respectively at the March 29 date. Orders for farm help almost doubled during March although the number on file at the month-end was still small. Vacancies in the metalworking trades rose from 1,800 to 2,800, in construction from 500 to 800, and in unskilled occupations from 3,600 to 4,600. In the metalworking trades, there is some hesitancy on the part of employers to report vacancies because of the known shortage of suitable applicants. Clearance facilities do offer an incentive, however, since it can broaden the field of recruiting to anywhere in Canada, and even abroad, if desired.

Placements showed a minor advance, increasing by about 200 a week to total 14,100 on an average each week in March.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 179·7 to 181·8 between March 1 and April 2. Nearly one-half of this increase of 1·2 per cent, or 2·1 points, was accounted for by butter which moved to high levels during the latter half of March and the early part of April, and then dropped sharply. The balance of the increase was largely due to other foods, clothing, home furnishings and miscellaneous items. The food index rose from 233·9 to 238·4. There were numerous but slight increases in foods other than butter, although decreases were registered for eggs, pork, and fresh vegetables. The clothing index moved from 196·3 to 198·8 following advances in men's wear and footwear. Increases throughout home furnishings were sufficient to raise the index of home furnishings and services from 188·6 to 190·7. The miscellaneous index advanced from 137·8 to 138·8 as a result of higher indexes for personal care, transportation and theatre admissions. Higher prices in some centres for coke and electricity raised the fuel and light index from 146·5 to 146·7. Rents were not surveyed during April and the rent index remained unchanged at 137·6.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities registered sharp increases between February and March corresponding to that recorded for the Dominion index. Further substantial advances for foods, notably meats, eggs, butter and fresh vegetables, except potatoes, were mainly responsible for the index increases. Other groups to register gains at most centres were clothing, home furnishings and services, miscellaneous items and rentals. At eastern centres, except Saint John, fuel and lighting costs were higher while at western cities they were unchanged.

Composite city increases between February 1 and March 1 were as follows: Saskatoon 5·2 points to 177·8; Toronto 4·9 to 176·4; Halifax 4·8 to 167·1; Edmonton 3·8 to 172·8; Montreal 3·7 to 184·3; Saint John 3·6 to 174·8; Winnipeg 3·5 to 173·6 and Vancouver 3·4 to 179·2.

Wholesale Prices, February, 1951

Wholesale prices rose 2·7 per cent to a new all-time high of 240·0 (1935-1939=100), in February, 1951. This compared with a gain of 3·3 per cent in January.

For the second consecutive month, Textile Products and Animal Products registered the largest group gains. Further sharp increases in raw wool, woollen yarns, knit goods and cloth, combined with general increases in cotton yarns and cotton fabrics to advance the Textile Products index 5·3 per cent to 314·6. Animal Products moved up 4·7 per cent to 304·0 in response to increases in all subgroups except Fishery Products; prices for livestock and fresh meats contributing most heavily to the rise. Iron and Steel Products rose 2·7 per cent to 201·7 under pressure of advances in rolling mill products, hardware and wire. In the Vegetable Products group, eastern grains, bread and vegetable oils were largely responsible for a percentage increase of 2·3 which brought the index level to 219·0. Higher prices for soap, fertilizers, inorganic chemicals and paint materials moved the Chemical Prod-

* *See* Tables F-1 to F-6.

ucts index 1·9 per cent higher to 183·1. Wood Products climbed 0·7 per cent to 286·5 with pine lumber, cedar lumber and shingles being largely responsible although other lumber items continued to show small gains. Non-metallic Minerals at 168·3 recorded an advance of 0·6 per cent in response to a 6 per cent increase in building stone, reinforced by small increases in coal and coke, natural gas, cement and crushed stone. In the Non-ferrous group, tin, antimony and solder moved up sharply while the over-all increase of 0·5 per cent brought the February index level to 175·5.

Among individual commodities, increases were recorded as follows between January and February, 1951: men's woollen hosiery 26·8 per cent, antimony 26·3 per cent, raw wool, western domestic, 25·0 per cent, sodium sulphate 25·0 per cent, potatoes No. 1, Saint John, 24·0 per cent, mink skins 20·6 per cent, calf skins 20·0 per cent, nitric acid 19·4 per cent, onions, Vancouver, 17·5 per cent, white pine lumber, No. 4, 16·0 per cent, linseed oil 15·5 per cent, building stone, 15·2 per cent. Among commodity decreases recorded in the same period were the following: Whitefish, fresh, Ontario, 25·9 per cent, corn meal 5·3 per cent, cheese, new, Toronto, 4·7 per cent.

The Canadian Farm Products Index of prices at terminal markets moved up 4·7 per cent to 253·7 between January and February, 1951. The Animal Products group was mainly responsible for the rise with an increase of 6·0 per cent to 329·6. Field Products advanced 2·5 per cent to an index level of 177·9.

STRIKES AND LOCKOUTS

Canada, March, 1951*

The time lost in disputes resulting in work stoppages was little changed from the low level of the previous two months and was somewhat less than the total for March, 1950. There were 22 new stoppages but for the most part they involved few workers and were of short duration. Only four stoppages showed a time loss greater than 1,000 days. A strike of milk salesmen and dairy workers at Toronto was the most important stoppage of the month.

Preliminary figures for March, 1951, show 27 strikes and lockouts in existence, involving 4,754 workers, with a time loss of 15,135 days, as compared with 18 strikes and lockouts in February, 1951, with 4,508 workers involved and a loss of 18,878 days. In March, 1950, there were 22 strikes and lockouts, involving 5,600 workers, with a loss of 25,041 days.

For the first three months of 1951, preliminary figures show 53 strikes and lockouts, involving 15,032 workers, with a time loss of 50,776 days. In the same period in 1950 there were 34 strikes and lockouts, with 10,054 workers involved and a loss of 88,500 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in March, 1951, was 0·02 per cent of the estimated working time, the same percentage as in February, 1951; 0·03 per cent in March, 1950; 0·02 per cent for the first three months of 1951; and 0·03 per cent for the first three months of 1950.

Of the 27 strikes and lockouts in existence during the month, three were settled in favour of the workers, seven in favour of the employers, seven were compromise settlements, and five were indefinite in result, work being resumed pending final settlement. At the end of the month five strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; and cleaners and dyers at Toronto, Ont., October 4, 1950.

* *See* Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppage of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1951, was 129 and four were still in progress from the previous month, making a total of 133 during the month. In all stoppages of work in progress in the period there were 24,100 workers involved and a time loss of 84,000 working days was caused.

Of the 129 disputes leading to stoppages of work which began in January, 15, directly involving 2,900 workers, arose out of demands for advances in wages, and 41, directly involving 6,000 workers, on other wage questions; two, directly involving 300 workers, on questions as to working hours; 23, directly involving 9,300 workers, on questions respecting the employment of particular classes or persons; 42, directly involving 1,600 workers, on other questions respecting working arrangements; three, directly involving 100 workers on questions of trade union principle; and three, directly involving 1,200 workers were in support of workers involved in other disputes.

New Zealand

For the third quarter of 1950, figures show 31 strikes, involving, directly and indirectly, 27,174 workers, and causing a time loss of 118,597 man-days.

United States

Preliminary figures for February, 1951, show 400 strikes and lockouts beginning in the month, in which 220,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,700,000 man-days. Corresponding figures for January, 1951, are 400 strikes and lockouts, involving 185,000 workers with a time loss of 1,200,000 days.

SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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Items	1951		1950	1949	1944	1939
	March	Feb.	Feb.	Feb.	Feb.	Feb.
Total Population (1) 000	.....	.....	13,994	13,707	11,975	11,267
Labour Force—						
Civilian labour force (2) 000	.....	.....	5,201	5,200	†	†
Persons with jobs (2) 000	.....	.....	5,084	5,053	†	†
Male (2) 000	.....	.....	3,986	3,967	†	†
Female (2) 000	.....	.....	1,098	1,086	†	†
Paid workers (2) 000	.....	.....	3,683	3,580	†	†
Persons without jobs and seeking work (2) . 000	.....	.....	117	147	†	†
Index of employment, (1939—100)	.....	.....	158·3	161·0	†	†
Immigration ..... No.	.....	8,419	4,959	6,648	567	712
Adult males ..... No.	.....	3,799	1,906	2,797	118	159
Earnings and Hours—						
Total labour income $000,000	.....	.....	625	605	†	†
Per capita weekly earnings ..... $	.....	47·76	43·87	42·77	†	†
Average hourly earnings, manufacturing c	.....	110·2	100·9	97·2	†	†
Average hours worked per week, manufacturing ..	.....	42·9	42·3	42·9	†	†
Real weekly earnings, manufacturing (3)	.....	110·4	108·0	107·0	†	†
National Employment Service—						
Live Applications for employment (1st of month) (4) 000	296·7	300·0	375·6	256·8	71·4	†
Unfilled Vacancies (1st of month) (4) 000	37·7	35·8	18·4	23·0	144·4	†
Placements, weekly average 000	.....	13·9	9·5	8·8	†	†
Unemployment Insurance—						
Ordinary live claims 000	243·8(8)	247·6(8)	297·2	197·7	12·4	†
Balance in fund $000,000	.....	695·4	587·8	527·1	182·6	†
Price Indexes—						
Wholesale (1935–39=100)	.....	240·0	200·9	†	†	†
Cost-of-living index (5)	179·7	175·2	161·6	159·5	118·9	100·7
Residential building materials (5)	.....	274·9	227·4	230·0	146·6(6)	102·3(6)
Production—						
Industrial production index (5)	.....	214·2	187·3	180·0	206·8	102·0
Mining production index (5)	.....	.....	114·2	129·5	115·3	111·1
Manufacturing index (5)	.....	224·4	195·5	190·6	228·0	99·9
Electric power ..... 000,000 k.w.h.	.....	4,377	3,780	3,400	3,298	2,214
Construction—						
Contracts awarded $000,000	.....	121·7	64·8	63·3	16·2	11·3
Dwelling units, started 000	.....	.....	2·7	1·7	†	†
Completed 000	.....	.....	4·8	4·8	†	†
Under construction 000	.....	.....	.....	49·7	†	†
Pig iron ..... 000 tons	.....	193·2	157·2	172·7	141·9	41·3
Steel ingots and castings ..... 000 tons	.....	281·4	258·1	259·3	229·9	77·2
Inspected slaughtering, cattle 000	.....	77·9	93·7	91·3	93·8	54·7
Hogs 000	.....	339·6	350·7	276·0	933·9	245·0
Flour production ..... 000,000 bbls	.....	.....	1·61	1·47	2·09	1·04
Newsprint ..... 000 tons	.....	425·1	399·2	372·3	240·0	200·6
Cement producers' shipments ..... 000,000 bbls	.....	908	790	908	202(7)	119(7)
Automobiles and trucks 000	.....	40·6	30·1	17·2	13·9	14·3
Gold ..... 000 fine oz.	.....	.....	349·9	308·7	261·7	391·0
Copper ..... 000 tons	.....	20·3	22·5	21·6	22·9	20·2
Lead ..... 000 tons	.....	12·0	11·0	10·6	14·9	13·2
Nickel ..... 000 tons	.....	9·6	9·6	11·0	11·2	8·8
Zinc ..... 000 tons	.....	25·2	22·4	19·8	23·3	12·6
Coal ..... 000 tons	1,500	1,640	1,776	1,688	1,466	1,299
Crude petroleum ..... 000 bbls	.....	.....	1,946	1,441	788	358
Distribution—						
Wholesale sales index, unadjusted (5)	.....	.....	244·6	245·0	168·7	79·9
Retail sales $000,000	.....	.....	565·4	513·7	†	†
Imports, excluding gold $000,000	342·6	274·2	200·2	206·0	138·4	40·4
Exports, excluding gold $000,000	290·2	233·9	199·5	205·0	227·2	57·6
Railways—						
Revenue freight, ton miles 000,000	.....	.....	4,044	4,541	5,024	1,923
Car loadings, revenue freight 000	.....	294·0	282·0	289·0	281·0	160·0
Banking and Finance—						
Common stocks, index (5)	162·9	166·5	118·3	108·1	82·0	94·9
Preferred stocks, index (5)	.....	169·3	153·0	144·0	118·6	101·8
Bond yields, Dominion index (7)	.....	97·7	90·3	95·2	97·3	97·2
Cheques cashed, individual accounts $000,000	.....	7,984	6,000	5,976	5,551	2,050
Bank loans, current public $000,000	.....	2,736	2,182	2,033	955	787
Money supply $000,000	.....	4,662	4,413	4,091	3,153(6)	1,370(6)
Circulating media in hands of public $000,000	.....	1,169	1,143	1,139	855	281(6)
Deposits $000,000	.....	3,493	3,270	2,952	2,163(6)	1,089(6)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures are as at the first day of December, for 1950, 1949 and June 1, for 1944, 1939.

(2) Labour Force Survey figures given are as at November 4, 1950, October 29, 1949. Detailed figures for November 1950 will be found in the February issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index base: Average 1946=100.

(4) Newfoundland is included after April 1, 1949.

(5) Average 1935–39=100.

(6) Year end figures.

(7) Figures for 1939–44 are production data rather than shipments.

(8) Includes ordinary live claimants plus claimants for supplementary benefit. Latter totalled 27,103 at February 1, and 35,758 at March 1, 1951.

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
Total—1950	30,700	24,172	19,040	73,912
February	1,906	1,676	1,377	4,959
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
November	3,068	2,090	1,672	6,830
December	3,044	2,249	1,768	7,061
1951—				
January	2,546	1,792	1,299	5,637
February	3,799	2,554	2,066	8,419

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912
1950—						
February	127	874	2,694	779	485	4,959
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
November	161	1,302	3,867	924	576	6,830
December	225	1,209	3,913	1,133	581	7,061
1951—						
January	101	1,096	3,261	722	457	5,637
February	254	1,433	4,842	1,264	626	8,419

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Agriculture	Unskilled and Semi-Skilled	Skilled	Trading	Others Including Mining	Total
1946—Total	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total	4,174	7,363	8,546	4,211	2,987	27,281
1948—Total	18,370	10,416	14,031	4,355	5,824	52,986
1949—Total	18,118	5,938	8,336	2,998	3,654	39,044
1950—Total	15,027	4,550	5,821	2,697	2,605	30,700
1950—						
February	970	252	386	160	138	1,906
March	1,162	278	492	181	171	2,284
April	1,773	239	522	216	172	2,922
May	2,224	407	586	266	172	3,655
June	1,400	568	494	238	199	2,899
July	1,893	323	433	220	184	3,053
August	896	242	403	232	222	1,995
September	1,180	211	368	241	262	2,262
October	842	343	581	263	349	2,378
November	1,141	756	629	238	304	3,068
December	1,063	779	649	262	291	3,044
1951—						
January	624	701	659	253	309	2,546
February	1,315	962	1,008	258	256	3,799

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1938—Average	22	59	9	56	59	5	209
1939—Average	23	62	8	57	59	5	215
1940—Average	27	77	11	63	62	5	245
1941—Average	29	107	16	73	67	8	299
1942—Average	30	143	18	80	73	10	354
1943—Average	31	169	18	86	78	13	395
1944—Average	33	172	13	95	83	13	409
1945—Average	35	156	15	101	90	13	410
1946—Average	42	146	24	114	103	14	443
1947—Average	47	175	33	133	113	17	518
1948—Average	52	202	40	154	126	20	593
1949—October	53	219	52	175	141	22	663
November	51	218	50	177	143	23	661
December	47	217	41	174	141	22	642
1950—January	43	213	37	166	140	22	620
February	43	216	37	166	141	21	625
March	41	218	39	168	145	22	633
April	41	219	41	171	148	22	642
May	45	221	48	175	148	22	659
June	50	229	52	180	149	23	683
July	52	231	54	182	148	24	691
August	55	231	56	172	148	24	686
September	57	242	56	186	149	25	716
October	59	244	55	188	152	25	723
November	61	248	53	193	153	26	733
December	57	235	43	191	152	25	703

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,238,104.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
Feb. 1, 1948	159·7	169·9	143·9	174·7	152·3	167·6	154·7	129·1	147·2	170·8
Feb. 1, 1949	161·0	144·1	136·0	162·3	152·3	171·4	159·0	127·6	170·1	163·4
Jan. 1, 1950	163·8	158·5	137·1	169·8	151·1	173·3	167·7	139·0	181·7	172·9
Feb. 1, 1950	158·3	150·4	133·1	160·4	146·9	170·1	161·0	126·6	173·9	157·1
Mar. 1, 1950	157·9	143·8	130·8	157·4	145·5	169·5	159·0	126·2	174·0	163·2
Apr. 1, 1950	159·7	149·9	132·0	157·5	146·2	169·9	159·0	127·3	175·8	170·1
May 1, 1950	159·7	152·6	128·5	153·1	146·7	170·3	160·1	130·0	178·1	174·9
June 1, 1950	166·0	167·7	142·0	165·1	152·5	175·3	162·5	142·2	188·5	182·1
July 1, 1950	170·8	179·0	147·0	180·2	156·4	179·6	171·1	146·2	195·6	186·2
Aug. 1, 1950	172·5	187·0	150·2	176·0	158·3	180·6	173·9	149·2	200·7	191·9
Sept. 1, 1950	174·1	196·9	151·9	176·5	159·4	182·0	173·9	149·9	201·2	194·1
Oct. 1, 1950	177·1	196·9	152·8	179·9	164·0	185·8	174·8	150·4	197·5	194·6
Nov. 1, 1950	178·1	198·9	152·0	178·8	166·0	187·3	175·5	152·1	196·7	191·3
Dec. 1, 1950	179·2	195·9	152·6	184·1	167·0	189·1	177·9	150·9	197·7	189·6
Jan. 1, 1951	175·3	184·2	149·1	187·5	162·3	186·9	171·2	144·4	193·7	180·4
Feb. 1, 1951	172·4	176·0	142·9	180·2	159·9	185·8	165·3	135·4	186·5	176·8
Percentage Distribution of Employees of Reporting Establishments at Feb. 1, 1951	100·0	0·2	3·6	2·8	28·8	43·9	5·2	2·2	4·4	8·9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23·44	100·0	100·0	100·0	22·79
1947—Average	158·3	245·2	154·4	36·19	171·0	272·7	159·5	36·34
1948—Average	165·0	282·9	170·9	40·06	176·0	314·1	178·5	40·67
1949—Average	165·5	303·7	183·3	42·96	175·9	339·2	192·9	43·97
1950—Average	168·0	321·8	191·3	44·84	177·5	360·2	202·8	46·21
Feb. 1, 1948	159·7	263·5	164·6	38·59	172·6	296·8	172·0	39·21
Feb. 1, 1949	161·0	294·2	182·5	42·77	173·8	334·7	192·7	43·91
Jan. 1, 1950	163·8	295·9	180·6	42·33	171·0	324·3	189·8	43·26
Feb. 1, 1950	158·3	296·4	187·2	43·87	170·4	337·4	198·1	45·15
Mar. 1, 1950	157·9	300·5	190·3	44·61	171·5	342·8	199·9	45·55
Apr. 1, 1950	159·0	303·8	191·0	44·77	172·0	346·6	201·4	45·91
May 1, 1950	159·7	305·8	191·5	44·88	172·5	348·4	202·0	46·03
June 1, 1950	166·0	315·3	189·9	44·51	175·3	352·3	201·1	45·82
July 1, 1950	170·8	328·3	192·2	45·04	178·6	364·1	203·9	46·46
Aug. 1, 1950	172·5	332·5	192·6	45·15	179·6	366·7	204·0	46·49
Sept. 1, 1950	174·1	328·0	188·4	44·17	182·5	369·9	202·7	46·19
Oct. 1, 1950	177·1	346·6	195·7	45·88	185·6	385·1	207·4	47·27
Nov. 1, 1950	178·1	351·7	197·5	46·29	185·4	389·7	210·2	47·90
Dec. 1, 1950	179·2	356·3	198·9	46·63	185·3	394·6	212·9	48·51
Jan. 1, 1951	175·3	338·2	193·1	45·27	182·4	373·1	204·5	46·60
Feb. 1, 1951	172·4	351·0	203·8	47·76	184·4	401·4	217·5	49·56

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950
							$	$	$
(a) PROVINCES									
Prince Edward Island	176·0	184·2	150·4	313·6	318·5	255·1	35.45	34.42	33.36
Nova Scotia	142·9	149·1	133·1	272·5	264·1	245·5	40.92	37.99	39.54
New Brunswick	180·2	187·5	160·4	371·1	362·4	308·5	41.64	39.08	38.87
Quebec	159·9	162·3	146·9	342·3	327·8	291·2	45.57	42·99	42.13
Ontario	185·8	186·9	170·1	379·0	361·4	317·1	49.94	47.34	45.57
Manitoba	165·3	171·2	161·0	296·9	296·8	268·3	46.22	44.61	42.82
Saskatchewan	135·4	144·4	126·6	250·7	262·8	221·3	44.88	44·13	42.27
Alberta	186·5	193·7	173·9	357·4	355·8	303·9	48.74	46.73	44.34
British Columbia	176·8	180·4	157·1	341·5	331·3	275·5	50.24	47.78	45.56
CANADA	**172·4**	**175·3**	**158·3**	**351·0**	**338·2**	**296·4**	**47.76**	**45.27**	**43.87**
(b) METROPOLITAN AREAS									
Halifax	195·2	199·2	181·3	312·3	303·4	278·2	37.52	35.71	35.88
Saint John	180·5	176·0	173·8	353·0	303·9	311·4	41.94	37.04	38.21
Quebec	141·9	146·2	137·1	303·9	295·1	271·6	39.41	37.14	36.87
Sherbrooke	166·9	164·7	157·2	352·6	323·4	296·8	41.00	38.09	36.73
Three Rivers	159·5	164·8	150·4	365·9	356·0	312·6	46.53	43.83	42.19
Montreal	167·6	168·8	160·7	329·7	320·1	300·3	44.95	43.33	42.65
Ottawa—Hull	183·6	188·7	172·0	339·4	335·0	295·8	42.80	41.12	39.86
Toronto	191·8	194·0	178·1	377·8	362·0	323·4	49.44	46.81	45.45
Hamilton	195·9	197·4	181·4	420·7	403·8	360·9	51.95	49.49	48.07
St. Catharines—Welland	237·7	233·4	199·9	576·5	537·9	426·9	57.80	54.93	50.92
Brantford	210·2	210·0	194·1	489·2	468·6	423·7	48.38	46.39	45.34
Kitchener—Waterloo	179·7	180·6	168·4	376·7	356·0	332·1	44.53	41.86	41.83
London	191·1	192·3	178·4	369·5	352·4	317·2	45.78	43.39	42.12
Windsor	234·4	231·2	210·9	522·9	457·7	397·8	62.15	55.15	52.40
Ft. William—Pt. Arthur	184·3	190·3	171·9	365·7	361·4	311·2	50.52	48.35	46.07
Winnipeg	168·0	173·3	163·4	296·8	295·1	267·5	42.98	41.41	39.76
Regina	156·4	169·0	153·6	288·4	302·3	263·0	41.60	40.37	38.66
Saskatoon	178·8	186·0	166·3	325·2	334·9	285·0	40.36	39.95	38.04
Edmonton	232·3	240·9	208·5	442·5	434·2	366·1	44.78	42.37	41.24
Calgary	193·1	203·2	182·0	342·9	350·3	300·5	45.81	44.46	42.54
Vancouver	195·7	199·4	185·6	372·7	361·2	326·5	47.79	45.47	44.08
Victoria	207·2	215·3	192·7	405·7	395·7	329·0	46.98	44.10	40.96
(c) INDUSTRIES									
Forestry (chiefly logging)	**247·0**	**256·0**	**144·3**	**602·4**	**632·1**	**322·4**	**42.21**	**42.58**	**38.68**
Mining	**115·3**	**115·1**	**107·8**	**233·3**	**217·0**	**199·6**	**58.05**	**54.08**	**53.10**
Metal mining	109·2	107·4	100·0	196·1	183·7	166·8	60.18	57.33	55.86
Gold	75·4	75·4	75·4	124·7	119·5	117·4	56.39	54.01	53.11
Other metal	180·4	174·7	151·9	355·7	327·2	277·0	63.52	60.35	58.74
Fuels	115·5	116·0	111·8	286·6	263·0	249·5	56.73	51.85	51.03
Coal	93·2	94·1	99·3	227·1	200·4	221·8	54.03	47.18	49.50
Oil and natural gas	323·8	319·6	230·2	703·4	702·0	445·0	63·95	64.66	57.29
Non-metal	153·2	160·8	141·2	366·2	343·4	304·8	52.52	46.89	47.39
Manufacturing	**184·4**	**182·4**	**170·4**	**401·4**	**373·1**	**337·4**	**49.56**	**46.60**	**45.15**
Food and beverages	146·1	151·6	143·0	288·6	290·6	263·2	44.95	43.63	41.86
Meat products	166·2	169·6	157·6	326·1	324·0	295·6	51.11	49.75	48.84
Dairy products	147·0	150·6	144·5	277·3	278·0	253·4	41.53	40.64	38.61
Canned and cured fish	102·8	108·0	94·5	220·2	202·7	193·7	40.07	35.10	38.33
Canned and preserved fruits and vegetables	104·0	104·9	97·9	243·5	231·0	218·2	37.03	34.84	35.27
Grain mill products	160·9	158·9	153·8	308.4	296·2	265·5	48.34	47.01	43.43
Bread and other bakery products	147·3	149·0	142·5	272·4	275·9	246·3	42.36	42.40	39.49
Distilled and malt liquors	193·4	208·3	194·0	361·1	385·6	333·5	54.90	54.44	50.57
Other beverages	170·5	182·9	170·5	302·0	321·0	285·8	45.59	45.16	43.11
Other foods	137·4	146·0	140·7	258·1	261·9	241·6	40.02	38.23	36.52
Tobacco and tobacco products	122·8	119·2	128·5	302·3	270·4	285·8	43.38	39.98	39.20
Rubber products	158·2	157·4	145·4	378·9	343·6	313·9	51.38	46.83	46.31
Leather products	119·1	114·6	121·2	255·8	227·2	241·6	35.97	33.18	33.37
Boots and shoes (except rubber)	115·3	111·1	119·2	257·6	225·3	244·2	34.96	31.73	32.06
Other leather products	126·1	121·2	124·9	252·9	230·1	237·5	37.71	35.68	35.70
Textile products (except clothing)	159·6	157·6	148·6	383·9	346·6	327·8	43.28	39.57	39.68
Cotton yarn and broad woven goods	130·0	128·1	118·9	336·1	301·5	273·2	43.47	39.58	38.64
Woollen goods	153·0	151·1	144.5	352.4	317.2	308.2	40.85	37.22	37.83
Rayon, nylon and silk textiles	223·7	222·8	208·8	543·5	504·4	473·5	45.99	42.87	42.70
Clothing (textile and fur)	147·1	140·8	140·6	311·2	262·9	272·9	36.30	32.02	33.28
Men's clothing	147·6	142·5	142·5	305·5	261·8	268·3	35.47	31.50	32.40
Women's clothing	172·5	158·6	161·1	377·3	291·4	323·7	37.69	31.66	34.39
Knit goods	122·9	120·4	118·9	273·8	244·0	242·2	35.63	32.44	32.63
Fur goods	148·6	154·1	144·0	262·4	255·3	247·7	43.15	40.47	41.93
Hats and caps	107·5	100·0	101·4	227·0	180·5	198·8	38.94	33.31	36.19
Wood products	173·0	170·7	151·7	394·0	359·7	308·3	43 98	40.70	39.29
Saw and planing mills	178·6	174·4	150·5	408·7	368·3	303·0	45.58	42.05	40.15
Furniture	183·0	184·1	166·4	409·8	381·4	344·9	42.36	39.19	39.26
Other wood products	138·4	137·6	134·9	309·6	290·7	273·5	39.60	37.41	35.86
Paper products	172·4	172·5	163·1	375·2	359·8	319·9	58.48	56.05	52 71
Pulp and paper mills	159·0	160·1	149·6	364·4	353·1	306·3	64.79	62.38	57.93
Other paper products	210·9	208·3	202·3	414·2	384·1	368·5	44.74	42.00	41 53

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES—Concluded

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950	Feb. 1 1951	Jan. 1 1951	Feb. 1 1950
							$	$	$
Manufacturing (Continued)									
Printing, publishing and allied industries	160·2	159·2	157·0	290·7	281·2	268·0	51.49	50.15	48.38
Iron and steel products	234·1	230·8	207·2	501·3	468·5	411·9	53.85	51.03	49.95
Agricultural implements	324·3	310·7	318·2	739·4	688·0	705·5	53.45	51.91	52.00
Boilers and plate work	220·5	219·5	201·4	498·0	469·2	403·6	58.07	54.97	52.74
Fabricated and structural steel	260·5	257·6	245·1	518·9	489·3	446·4	59.10	56.35	54.05
Hardware and tools	210·3	205·6	189·4	465·2	433·6	383·1	49.37	47.08	45.03
Heating and cooking appliances	186·2	189·4	188·1	380·9	343·0	357·9	48.09	42.57	44.59
Iron castings	259·0	250·3	221·3	613·5	561·1	479·0	55.32	52.34	50.70
Machinery mfg.	266·7	262·2	223·8	557·9	522·6	432·0	53.13	50.60	48.70
Primary iron and steel	201·0	199·9	168·5	415·0	397·3	327·2	57.83	55.67	54.40
Sheet metal products	220·8	222·6	198·4	476·8	437·7	395·7	49.97	45.49	45.97
Wire and wire products	156·9	156·3	142·1	346·8	328·0	295·4	55.20	52.39	51.97
Transportation equipment	234·2	229·4	210·5	515·7	462·6	400·9	58.86	53.90	50.93
Aircraft and parts	415·9	384·2	321·8	988·5	791·8	671·8	59.83	51.88	52.69
Motor vehicles	268·6	260·4	227·8	679·3	582·6	473·0	68.51	60.63	56.31
Motor vehicle parts and accessories	270·0	262·6	219·9	642·4	581·0	460·4	58.86	54.72	51.74
Railroad and rolling stock equipment	158·0	163·0	164·8	303·8	300·6	282·2	52.89	50.72	47.09
Shipbuilding and repairing	313·7	297·5	290·6	548·8	494·1	485·4	50.02	47.49	47.76
Non-ferrous metal products	217·0	213·0	198·0	438·6	413·7	369·9	55.06	52.89	50.85
Aluminum products	518·7	500·2	415·7	1,089·1	1,014·5	813·3	51.90	50.14	48.25
Brass and copper products	209·6	204·9	198·0	447·7	401·2	386·5	53.18	48.76	49.12
Smelting and refining	178·3	176·5	160·0	368·4	359·0	306·2	61.56	60.60	57.01
Electrical apparatus and supplies	318·2	316·0	269·9	684·5	628·2	543·7	52.61	48.62	48.96
Non-metallic mineral products	235·7	233·6	211·8	514·2	487·1	427·3	50.63	48.39	46.74
Clay products	206·8	202·6	190·4	472·0	446·3	409·4	48.29	46.61	45.48
Glass and glass products	230·9	232·1	220·5	498·2	482·7	440·5	49.93	48.12	46.22
Products of petroleum and coal	164·3	164·6	148·0	295·5	302·6	257·3	63.91	65.34	59.78
Chemical products	221·3	217·7	209·5	420·7	403·2	365·3	53.50	52.12	49.04
Medicinal and pharmaceutical preparations	218·9	215·4	214·1	388·0	369·5	355·0	47.74	46.20	44.69
Acids, alkalis and salts	216·5	215·1	192·0	432·8	426·4	346·7	61.29	60.77	55.37
Miscellaneous manufacturing industries	205·5	203·7	201·9	427·1	401·6	391·7	42.36	40.18	39.25
Construction	**145·7**	**158·1**	**131·4**	**359·5**	**343·8**	**295·1**	**46.32**	**40.82**	**42.30**
Building and structures	339·0	347·8	299·5	685·1	614·2	551·0	48.90	42.73	44.62
Highways, bridges and street construction	67·6	81·6	64·3	167·0	184·2	146·1	41.00	37.51	37.80
Transportation, storage and communications	**165·2**	**168·1**	**157·2**	**302·9**	**299·6**	**264·2**	**52.53**	**51.07**	**48.23**
Transportation	154·1	157·1	147·8	294·3	288·7	256·3	54.99	52.94	50.04
Air transport and airports	537·9	531·6	536·8	985·5	975·4	918·7	61.80	61.89	57.73
Urban and interurban transportation	173·5	174·1	177·9	334·2	335·1	323·8	51.97	51.93	49.08
Steam railways	149·8	150·9	142·4	283·5	274·4	242·6	56.97	54.74	51.39
Maintenance of equipment	189·6	185·8	176·2	394·0	357·3	317·1	57.65	53.36	49.94
Maintenance of ways and structures	129·4	132·7	120·7	271·2	265·4	222·0	46.65	44.49	40.87
Transportation—steam railways	150·2	151·8	144·9	269·6	263·1	236·3	61.69	59.70	56.16
Telegraphs	161·1	155·8	146·5	293·5	287·6	247·2	47.21	47.84	43.89
Truck transportation	216·5	220·3	188·8	457·0	448·1	367·2	47.26	45.56	43.60
Water transportation	113·6	129·0	110·5	220·6	232·5	193·7	49.13	45.60	44.43
Storage	132·7	138·2	123·3	228·1	229·8	195·5	45.80	44.28	42.22
Grain elevators	124·0	130·0	113·7	207·1	212·9	177·3	45.51	44.62	42.49
Storage and warehouse	176·1	179·4	171·4	349·6	327·4	300·5	46.82	43.03	41.35
Communications	271·5	272·0	250·3	412·3	424·1	364·1	43.41	44.56	41.64
Radio broadcasting	402·3	406·4	367·3	658·8	659·9	572·0	47.95	47.54	45.74
Telephone	268·2	268·5	348·4	403·8	416·8	357·2	42.94	44.26	41.03
Public utility operation	**180·0**	**179·8**	**178·8**	**325·9**	**321·2**	**306·7**	**53.49**	**52.76**	**50.70**
Electric light and power	191·7	191·1	184·7	344·9	339·2	314·3	53.75	53.02	50.80
Other public utilities	113·6	115·7	132·8	209·7	211·3	237·5	50.95	50.40	49.04
Trade	**170·5**	**184·4**	**160·6**	**318·1**	**333·9**	**282·1**	**40.76**	**39.55**	**38.31**
Wholesale	175·5	176·6	165·2	307·9	306·3	272·4	47.17	46.64	44.30
Retail	168·5	187·4	158·8	323·5	348·4	287·2	38.16	36.95	35.92
Finance, insurance and real estate	**160·8**	**159·8**	**151·5**	**251·2**	**246·5**	**221·4**	**45.35**	**44.78**	**42.62**
Banking, investment and loan	172·3	171·0	163·4	267·9	261·7	237·6	42.96	42.29	40.41
Insurance	145·7	145·2	135·8	231·6	228·6	203·1	48.95	48.50	45.98
Service	**173·2**	**172·9**	**171·4**	**326·9**	**318·7**	**304·6**	**30.96**	**30.23**	**29.08**
Hotels and restaurants	171·6	172·8	173·0	334·5	334·0	319·4	28.26	28.01	26.79
Laundries, dyeing, pressing and cleaning	153·2	152·1	154·0	288·5	271·6	272·6	30.47	28.90	28.79
Other services	227·6	222·3	206·9	361·9	345·7	311·9	41.62	40.71	39.34
Industrial Composite	**172·4**	**175·3**	**158·3**	**351·0**	**338·2**	**296·4**	**47.76**	**45.27**	**43.87**

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3 They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week of	Average Hours			Average Hourly Earnings			Average Weekly Wages
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods	
	no.	no.	no.	cts.	cts.	cts.	$ cts.
Feb. 1, 1945	45·4	46·0	44·7	70·1	77·8	60·3	31.83
Feb. 1, 1946	44·1	44·4	43·8	68·1	75·2	61·3	30.03
Feb. 1, 1947	43·2	43·2	43·1	76·4	83·5	69·4	33·00
Feb. 1, 1948	42·8	42·7	42·8	86·6	93·2	80·1	37.06
Feb. 1, 1949	42·9	43·2	42·7	97·2	105·0	89·3	41.70
*Jan. 1, 1950	39·9	40·3	39·6	101·1	109·3	92·9	40.34
Feb. 1, 1950	42·3	42·2	42·4	100·9	109·5	92·6	42.68
Mar. 1, 1950	42·5	42·6	42·5	101·4	109·8	93·1	43.10
Apr. 1, 1950	42·8	43·0	42·6	101·7	110·0	93·6	43.53
May 1, 1950	42·6	42·9	42·4	102·5	110·6	94·3	43.67
June 1, 1950	42·0	42·2	41·7	103·5	111·4	95·5	43.47
July 1, 1950	42·5	42·9	42·2	103·9	111·8	95·7	44.16
Aug. 1, 1950	42·5	42·7	42·2	104·2	112·5	95·8	44.29
Sept. 1, 1950	41·9	41·5	42·4	104·4	112·9	95·9	43.74
Oct. 1, 1950	42·9	43·0	42·8	105·3	114·3	96·3	45.17
Nov. 1, 1950	43·0	43·1	43·0	106·4	115·2	97·5	45.75
Dec. 1, 1950	43·1	43·1	43·1	107·8	116·4	99·0	46.46
*Jan. 1, 1951	40·1	40·2	39·9	109·0	117·1	100·5	43.71
Feb. 1, 1951	42·9	43·1	42·6	110·2	118·9	101·1	47.28

* The averages at these dates were affected by loss of working time at the year-end holidays.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1951	Jan. 1, 1951	Feb. 1, 1950	Feb. 1, 1951	Jan. 1, 1951	Feb. 1, 1950
Newfoundland	42·1	40·9	.....	105·3	103·7	.....
Nova Scotia	43·3	38·4	43·1	93·3	96·2	91·1
New Brunswick	45·4	42·1	43·3	96·7	97·5	90·8
Quebec	44·7	41·3	43·9	98·2	97·4	90·9
Ontario	42·3	39·8	42·1	117·4	115·3	106·4
Manitoba	42·3	40·4	41·0	105·1	103·5	97·2
Saskatchewan	40·9	41·0	40·9	110·7	111·3	103·9
Alberta	41·6	40·5	41·2	110·2	109·1	101·9
British Columbia	38·1	35·5	36·1	132·7	131·5	122·3
Montreal	43·1	39·5	42·1	102·8	101·9	96·2
Toronto	41·3	38·5	41·1	115·1	113·0	105·2
Hamilton	40·7	39·2	41·2	128·7	126·4	117·7
Windsor	44·1	39·3	40·5	144·9	137·9	126·9
Winnipeg	42·0	40·1	40·6	104·2	102·7	96·6
Vancouver	37·4	34·6	36·5	129·8	128·9	118·1

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1, 1951	Jan. 1, 1951	Feb. 1, 1950	Feb. 1, 1951	Jan. 1, 1951	Feb. 1, 1950	Feb. 1, 1951	Jan. 1, 1951	Feb. 1, 1950
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**44·1**	**40·5**	**43·0**	**127·7**	**127·1**	**119·4**	**56·32**	**51.48**	**51.34**
Metal mining	45·4	42·6	46·0	128·1	127·9	117·5	58.16	54.49	54.05
Gold	46·5	43·6	.....	116·1	117·0	.....	53.99	51.01	.....
Other metal	44·5	41·7	.....	138·4	137·4	.....	61.59	57.30	.....
Fuels	41·1	36·6	.....	134·0	134·2	.....	55.07	49.12	.....
Coal	40·5	34·9	37·4	132·0	131·0	129·7	53.46	45.72	48.51
Oil and natural gas	43·9	44·3	.....	142·8	146·0	.....	62.69	64.68	.....
Non-metal	45·8	41·5	.....	110·9	107·4	.....	50.79	44.57	.....
Manufacturing	**42·9**	**40·1**	**42·3**	**110·2**	**109·0**	**100·9**	**47.28**	**43.71**	**42.68**
Food and beverages	42·4	40·4	41·9	95·2	95·1	89·2	40.36	38.42	37.37
Meat products	40·3	38·9	41·5	118·9	117·9	110·6	47.92	45.86	45.90
Canned and preserved fruits and vegetables	40·9	36·2	40·2	81·3	79·4	76·1	33.25	28.74	30.59
Grain mill products	44·7	43·5	43·0	104·4	103·4	95·5	46.67	44.98	41.07
Bread and other bakery products	44·2	43·9	43·6	86·1	86·2	80·2	38.06	37.84	34.97
Distilled and malt liquors	42·0	43·0	40·7	115·9	114·1	107·1	48.68	49.06	43.59
Tobacco and tobacco products	42·4	37·8	42·7	94·3	96·6	86·6	39.98	36.51	36.98
Rubber products	42·1	38·4	41·7	117·6	114·6	107·0	49.51	44.01	44.62
Leather products	41·4	37·0	40·6	82·3	82·1	76·8	34.07	30.38	31.18
Boots and shoes (except rubber)	41·0	36·1	40·2	79·6	78·9	74·2	32.64	28.48	29.83
Textile products (except clothing)	44·0	40·4	44·3	92·6	91·3	84·1	40.74	36.89	37.26
Cotton yarn and broad woven goods	43·1	39·8	43·6	97·9	95·7	85·8	42.19	38.09	37.41
Woollen goods	43·7	40·1	43·9	86·8	85·7	80·2	37.93	34.37	35.21
Rayon, nylon and silk textiles	46·6	43·4	46·9	91·9	91·6	85·3	42.83	39.75	40.01
Clothing (textile and fur)	39·3	35·0	38·8	83·1	80·6	77·7	32.66	28.21	30.15
Men's clothing	39·3	35·9	38·5	81·6	78·8	76·9	32.07	28.29	29.61
Women's clothing	37·3	31·1	37·3	87·6	83·6	82·7	32.67	26.00	30.85
Knit goods	41·1	36·9	40·2	81·0	79·7	75·2	33.29	29.41	30.23
*Wood products	42·4	38·3	40·2	99·7	99·8	91·9	42.27	38.22	36.94
Saw and planing mills	41·2	37·3	38·6	106·7	107·1	98·1	43.96	39.95	37.87
Furniture	43·6	39·5	42·3	92·6	91·7	87·5	40.37	36.22	37.01
Other wood products	45·4	40·8	42·6	83·1	84·2	77·7	37.73	34.35	33.10
Paper products	46·8	44·9	46·7	119·7	118·4	106·9	56.02	53.16	49.92
Pulp and paper mills	48·2	46·8	48·3	128·1	126·5	114·0	61.74	59.20	55.06
Other paper products	42·9	39·8	42·7	95·3	93·0	87·4	40.88	37.01	37.32
Printing, publishing and allied industries	40·2	39·4	40·6	125·8	125·7	117·7	50.57	49.53	47.79
*Iron and Steel products	42·5	40·3	42·5	121·8	119·9	112·9	51.77	48.32	47.98
Agricultural implements	38·7	37·7	40·4	132·0	130·8	124·0	51.08	49.31	50.10
Fabricated and structural steel	42·2	40·3	41·9	126·0	124·5	117·9	53.17	50.17	49.40
Hardware and tools	43·1	41·6	42·5	107·8	106·1	100·2	46.46	44.14	42.59
Heating and cooking appliances	41·8	37·0	41·9	111·1	106·7	102·9	46.44	39.48	43.12
Iron castings	44·2	41·6	43·6	122·8	120·8	113·9	54.28	50.25	49.66
Machinery manufacturing	44·0	41·6	42·8	115·4	113·9	107·7	50.78	47.38	46.10
Primary iron and steel	41·9	40·9	42·9	134·2	131·3	123·1	56.23	53.70	52.81
Sheet metal products	42·1	38·2	42·1	112·8	111·2	103·6	47.49	42.48	43.62
*Transportation equipment	44·5	41·2	41·7	128·6	125·5	118·0	57.23	51.71	49·21
Aircraft and parts	48·1	41·1	45·2	121·9	116·5	112·4	58.63	47.88	50.80
Motor vehicles	44·8	40·4	40·9	148·5	141·8	130·8	66.53	57.29	53.50
Motor vehicle parts and accessories	43·6	41·3	43·0	132·0	127·6	116·0	57.55	52.70	49.88
Railroad and rolling stock equipment	44·4	42·5	40·9	118·2	118·4	113·9	52.48	50.32	46.59
Shipbuilding and repairing	41·6	39·2	41·4	115·5	114·9	110·2	48.05	45.04	45.62
*Non-ferrous metal products	43·6	41·7	43·9	119·8	118·8	109·6	52.23	49.54	48.11
Aluminum products	43·1	41·3	43·2	109·7	108·7	101·6	47.28	44.89	43.89
Brass and copper products	44·1	40·7	43·1	115·9	110·4	108·0	51.11	44.93	46.55
Smelting and refining	44·3	43·8	45·1	131·3	131·1	118·9	58.17	57.42	53.62
*Electrical apparatus and supplies	41·5	38·0	41·4	120·6	117·5	111·7	50.05	44.65	46.24
Heavy electrical machinery and equipment	41·5	40·3	42·0	137·5	133·1	125·9	57.06	53.64	52.88
*Non-metallic mineral products	45·4	43·1	45·0	108·1	108·0	98·8	49.08	46.55	44.46
Clay products	45·8	43·4	44·6	102·5	103·6	96·1	46.95	44.96	42.86
Glass and glass products	45.5	43.9	46.4	106·2	104·9	94·9	48.32	46.05	44.03
Products of petroleum and coal	40·4	41·5	41·6	140·1	141·8	126·3	56.60	58.85	52.54
Chemical products	43·4	42·3	43·5	112·0	110·4	101·0	48.61	46.70	43.94
Medicinal and pharmaceutical preparations	41·4	38·7	41·0	90·9	90·2	84·3	37.63	34.91	34.56
Acids, alkalis and salts	45·9	46·9	46·0	127·5	124·1	113·4	58.52	58.20	52.16
Miscellaneous manufacturing industries	41·4	38·9	42·0	93·3	92·3	85·6	38.63	35.90	35.95
*Durable Goods	43·1	40·2	42·2	118·9	117·1	109·5	51.25	47.07	46.21
Non-durable Goods	42·6	39·9	42·4	101·1	100·5	92·6	43.07	40.10	39.26
Construction	39·9	35·0	39·1	113·3	109·7	103·8	45.21	38.40	40.59
Building and structures	39·0	33·7	38·6	120·9	118·7	110·7	47.15	40.00	42.73
Highways, bridges and street construction	42·4	38·3	40·6	93·1	89·8	86·7	39·47	34.39	35.20
Electric and motor transportation	45·2	44·7	.....	110·4	111·0	.....	49.90	49.62	.....
Service	43·0	42·0	42·1	67·7	67·5	65·0	29.11	28.35	27.37
Hotels and restaurants	44·0	43·4	42·9	67·2	67·2	63·8	29.57	29.16	27.37
Laundries, dyeing, pressing and cleaning	41·3	39·1	40·9	65·9	65·3	64·2	27.22	25.53	26.26

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	103·3	96·7	106·8
Monthly Average 1946	42·7	70·0	29·87	100·0	100·0	100·0
Monthly Average 1947	42·5	80·3	34.13	114·0	109·6	104·0
Monthly Average 1948	42·2	91·3	38.53	129·0	125·4	102·9
Monthly Average 1949	42·3	98·6	41.71	138·4	130·1	106·4
Monthly Average 1950	42·5	103·6	44.07	145·8	134·7	108·2
Week preceding:						
February 1, 1950	42·3	100·9	42.68	141·2	130·7	108·0
March 1, 1950	42·5	101·4	43.10	142·6	132·4	107·7
April 1, 1950	42·8	101·7	43.53	144·0	132·7	108·5
May 1, 1950	42·4*	102·5	43.46*	143·8	132·7	108·4
June 1, 1950	42·0	103·5	43.47	143·8	133·8	107·5
July 1, 1950	42·5	103·9	44.16	146·1	135·5	107·8
August 1, 1950	42·5	104·2	44.29	146·6	136·3	107·6
September 1, 1950	41·9	104·4	43.74	144·7	137·4	105·3
October 1, 1950	42·9	105·3	45.17	149·5	138·1	108·3
November 1, 1950	43·0	106·4	45.75	151·4	138·1	109·6
December 1, 1950	43·1	107·8	46.46	153·7	138·4	111·1
January 1, 1951	43·0*	108·9	46.83*	155·0	139·6	111·0
February 1, 1951(1)	42·9	110·2	47.28	156·5	141·7	110·4

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are May 1, 1950, 42·6 hours, $43.67; January 1, 1951, 40·1 hours, $43.71.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT AS AT FIRST OF MONTH

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
April 1945	95,901	44,305	140,206	53,951	27,781	81,732
April 1946	46,552	36,195	82,747	217,491	48,937	266,428
April 1947	43,010	38,725	81,735	145,906	35,448	181,354
April 1948	20,475	17,800	38,275	150,032	43,767	193,799
April 1949	14,444	16,816	31,260	195,559	50,961	246,520
April 1950	11,967	12,032	23,999	349,098	79,193	428,291
May 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1951	24,983	10,795	35,778	231,826	68,220	300,046
March 1951	24,550	13,118	37,668	232,385	64,312	296,697
April 1951(1)	27,054	14,324	41,378	228,942	61,334	290,276

(1) Latest figures subject to revision

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 1, 1951

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From February 1, 1951	
				Absolute	Percentage
Agriculture, Fishing, Trapping	**601**	**199**	**800**	**+ 299**	**+ 59·7**
Logging	**10,461**	**14**	**10,475**	**— 2,522**	**— 19·4**
Pulpwood	8,929	11	8,940	— 1,421	— 13·7
Lumber	1,486	3	1,489	— 1,055	— 41·5
Other logging	46	.....	46	— 46	— 50·0
Mining	**628**	**30**	**658**	**+ 62**	**+ 10·4**
Coal	117	1	118	+ 21	+ 21·6
Metallic ores—					
Iron	86	4	90	— 15	— 14·3
Gold	149	2	151	+ 47	+ 45·2
Nickel	164	.....	164	— 2	— 1·2
Other metallic ores and non-metallic minerals	71	4	75	+ 13	+ 21·0
Prospecting and oil producing	41	19	60	— 2	— 3·2
Manufacturing	**5,042**	**4,092**	**9,134**	**+ 1,201**	**+ 15·1**
Food and kindred products	264	298	562	+ 19	+ 3·5
Textiles, apparel, etc	386	2,506	2,892	+ 621	+ 27·3
Lumber and finished lumber products	610	53	663	+ 117	+ 21·4
Pulp and paper products and printing	259	227	486	+ 123	+ 33·9
Chemicals and allied products	231	116	347	+ 13	+ 3·9
Products of petroleum and coal	51	11	62	+ 6	+ 10·7
Rubber products	83	19	102	+ 11	+ 12·1
Leather and products	85	212	297	+ 16	+ 5·7
Stone, clay and glass products	93	46	139	+ 22	+ 18·8
Iron and steel and products	658	102	760	+ 90	+ 13·4
Non-ferrous metals and products	317	60	377	+ 89	+ 30·9
Machinery	790	78	868	+ 155	+ 21·7
Electrical equipment and products	298	166	464	— 14	— 2·9
Transportation equipment and other manufacturing	917	198	1,115	— 67	— 5·7
Construction	**1,277**	**59**	**1,336**	**+ 333**	**+ 33·2**
Transportation and Storage	**928**	**104**	**1,032**	**+ 158**	**+ 18·1**
Communications, and Other Public Utilities	**236**	**240**	**476**	**+ 36**	**+ 8·2**
Trade	**2,036**	**1,960**	**3,996**	**+ 796**	**+ 24·9**
Wholesale	757	512	1,269	+ 162	+ 14·6
Retail	1,279	1,448	2,727	+ 634	+ 30·3
Finance, Insurance, Real Estate	**950**	**880**	**1,830**	**+ 18**	**+ 1·0**
Service	**2,396**	**5,535**	**7,931**	**+ 1,506**	**+ 23·4**
Public	903	604	1,507	+ 433	+ 40·3
Domestic	47	2,565	2,612	+ 365	+ 16·2
Personal	778	2,034	2,812	+ 481	+ 20·6
Other service	668	332	1,000	+ 227	+ 29·4
All Industries	**24,555**	**13,113**	**37,668**	**+ 1,887**	**+ 5·3**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT OCCUPATION AND BY SEX, MARCH 1, 1951

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,385	280	1,665	3,714	858	4,572
Clerical Workers	1,604	3,911	5,515	7,524	13,723	21,247
Sales Workers	1,584	902	2,486	4,959	9,824	14,783
Personal and Domestic Service Workers	767	4,409	5,176	17,129	13,415	30,544
Seamen	27	.....	27	5,083	89	5,172
Agriculture and Fishing	617	5	622	2,639	1,333	3,972
Skilled and semiskilled Workers	15,819	2,724	18,543	95,155	11,447	106,602
Food and kindred products	53	35	88	1,917	1,093	3,010
Textiles, clothing, etc.	239	2,198	2,437	1,764	5,802	7,566
Lumber and wood products	10,439	2	10,441	8,644	87	8,731
Pulp, paper and printing	87	38	125	583	386	969
Leather and products	69	110	179	1,215	483	1,698
Stone, clay and glass products	21	12	33	311	35	346
Metalworking	1,802	18	1,820	6,259	364	6,623
Electrical	235	47	282	1,252	305	1,557
Transportation equipment, n.e.c.	72	.....	72	347	55	402
Mining	198	.....	198	1,022	1	1,023
Construction	475	.....	475	37,250	5	37,255
Transportation (except seamen)	618	5	623	14,422	54	14,476
Communications and public utility	64	.....	64	574	.....	574
Trade and service	180	144	324	1,957	1,233	3,190
Other skilled and semiskilled	1,097	104	1,201	10,839	1,244	12,083
Foremen	48	9	57	2,357	191	2,548
Apprentices	122	2	124	4,442	109	4,551
Unskilled Workers	2,747	887	3,634	96,182	13,623	109,805
Food and tobacco	53	121	174	3,298	4,177	7,475
Lumber and lumber products	351	2	353	5,303	309	5,612
Metalworking	225	3	228	2,404	281	2,685
Construction	559	.....	559	20,182	3	20,185
Other unskilled workers	1,559	761	2,320	64,995	8,853	73,848
Total	**24,550**	**13,118**	**37,668**	**232,385**	**64,312**	**296,697**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF FEBRUARY 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	375	261	205
Logging	1,649	1,324	987
Mining	420	244	157
Manufacturing	5,608	5,654	3,844
Food and kindred products	517	586	367
Textiles, apparel, etc.	1,181	1,069	735
Lumber and finished lumber products	691	669	538
Pulp and paper products and printing	329	334	217
Chemicals and allied products	198	223	128
Products of petroleum and coal	45	80	21
Rubber products	91	113	75
Leather and products	193	192	122
Stone, clay and glass products	139	152	105
Iron and steel and products	414	448	303
Non-ferrous metals and products	343	269	192
Machinery	458	496	323
Electrical equipment and products	252	243	159
Transportation equipment and other manufacturing	757	780	559
Construction	1,955	1,980	1,571
Transportation and Storage	1,516	1,557	1,250
Communications, and Other Public Utilities	251	266	178
Trade	2,713	3,111	1,830
Finance, Insurance, Real Estate	408	431	225
Service	5,421	5,189	3,630
All Industries	**20,316**	**20,017**	**13,877**

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 2 TO MARCH 1, 1951; UNPLACED APPLICANTS AS AT MARCH 22, 1951

Source: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at March 22, 1951
					Regular	Casual		
Newfoundland	**227**	**146**	**4,384**	**287**	**110**	**29**	**11,916**	**12,334**
Corner Brook	34	9	788	22	9	12	2,104	1,988
Grand Falls	7	.....	422	7	.....	7	1,127	1,275
St. John's	186	137	3,174	258	101	10	8,685	9,071
Prince Edward Island	**302**	**140**	**742**	**368**	**153**	**81**	**2,932**	**2,936**
Charlottetown	189	108	431	169	87	45	1,935	1,945
Summerside	113	32	311	199	66	36	997	991
Nova Scotia	**3,021**	**1,287**	**6,540**	**2,818**	**1,295**	**741**	**17,288**	**17,440**
Amherst	39	2	195	44	36	7	557	568
Bridgewater	63	58	208	41	10	7	876	901
Halifax	2,068	987	2,712	1,820	745	577	4,234	4,129
Inverness	7	5	140	2	2	.....	594	659
Kentville	63	43	541	57	24	3	1,722	1,859
Liverpool	16	9	136	12	9	1	479	473
New Glasgow	335	79	775	421	272	36	2,002	1,780
Springhill	21	6	100	17	12	.....	289	381
Sydney	230	29	1,079	272	115	105	4,051	4,124
Truro	161	62	313	113	55	3	599	807
Yarmouth-Shelburne	18	7	341	19	15	2	1,885	1,759
New Brunswick	**3,159**	**1,191**	**6,107**	**3,092**	**1,503**	**846**	**13,288**	**14,011**
Bathurst	42	50	611	104	20	15	1,571	1,982
Campbellton	207	184	475	136	40	14	1,010	1,146
Edmundston	161	29	357	171	101	20	667	850
Fredericton	324	181	381	255	139	79	653	703
Minto	101	23	186	128	73	23	343	570
Moncton	1,092	360	1,880	1,169	534	300	4,096	3,981
Newcastle	97	21	370	72	42	31	1,022	1,121
Saint John	914	197	1,362	857	460	289	2,193	1,926
St. Stephen	45	43	220	56	18	31	1,150	1,122
Sussex	92	78	58	54	41	5	133	137
Woodstock	84	25	207	90	35	39	450	473
Quebec	**21,454**	**13,887**	**46,912**	**21,085**	**12,099**	**2,317**	**92,653**	**95,248**
Asbestos	149	88	228	136	125	3	352	338
Beauharnois	144	38	235	129	107	2	580	541
Buckingham	43	15	214	61	54	3	568	722
Causapscal	59	218	282	40	13	.....	761	1,070
Chandler	216	282	787	503	80	.....	1,986	2,426
Chicoutimi	509	370	727	267	118	22	1,001	1,291
Dolbeau	104	140	268	22	12	.....	466	745
Drummondville	300	37	676	318	196	42	1,562	1,608
Farnham	114	58	195	70	69	.....	513	480
Granby	156	50	596	195	119	18	937	888
Hull	279	88	970	237	154	.....	2,463	2,273
Joliette	158	85	652	181	74	22	1,530	1,677
Jonquiere	324	152	729	403	181	49	1,219	1,347
Lachute	46	4	160	35	28	2	445	448
La Malbaie	52	78	567	15	5	10	1,601	2,081
La Tuque	475	2,060	673	202	195	.....	425	381
Levis	240	63	978	233	176	23	2,529	2,506
Matane	30	228	711	168	10	.....	1,295	1,685
Megantic	358	158	411	275	229	38	327	461
Mont-Laurier	40	24	144	47	29	.....	279	493
Montmagny	20	17	320	11	9	.....	988	1,059
Montreal	10,346	4,545	18,090	9,813	6,254	662	31,921	30,911
Port Alfred	13	3	380	17	15	.....	780	936
Quebec	1,286	1,041	4,329	1,577	577	230	10,833	10,571
Rimouski	52	398	496	82	50	.....	1,817	2,230
Riviere du Loup	148	11	617	122	50	53	1,656	2,094
Rouyn	264	349	674	300	114	56	937	1,134
Ste. Agathe	156	24	319	184	73	60	478	596
Ste. Anne de Bellevue	80	18	489	73	59	.....	654	634
Ste. Therese	187	42	411	205	147	.....	1,045	1,040
St. Georges de Beauce	85	293	509	233	139	10	986	1,231
St. Hyacinthe	831	160	1,035	850	204	579	1,207	1,070
St. Jean	739	280	1,185	706	354	5	1,052	797
St. Jerome	270	93	517	241	172	12	877	915
St. Joseph d'Alma	453	216	872	209	215	.....	1,135	1,464
Shawinigan Falls	415	763	1,176	425	205	124	2,553	2,720
Sherbrooke	869	242	1,610	911	511	126	2,753	2,520
Sorel	133	158	348	148	119	6	1,592	1,305
Thetford Mines	98	66	412	153	83	1	897	1,026
Three Rivers	434	580	1,658	579	236	146	4,821	4,741
Val d'Or	352	255	383	242	196	5	433	446
Valleyfield	184	30	451	223	159	5	1,366	1,317
Victoriaville	243	67	428	244	184	3	1,033	1,030

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 2 TO MARCH 1, 1951; UNPLACED APPLICANTS AS AT MARCH 22, 1951—*Continued*

Source: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at March 22 1951
					Regular	Casual		
Ontario	**34,535**	**16,320**	**48,890**	**32,632**	**19,372**	**3,958**	**67,377**	**61,856**
Arnprior	95	35	131	106	96	10	213	222
Barrie	319	57	425	385	285	13	436	342
Belleville	223	62	383	222	83	28	833	804
Bracebridge	56	13	168	59	45	3	450	571
Brampton	124	45	154	116	84	7	190	181
Brantford	419	116	933	412	266	46	1,474	1,291
Brockville	154	18	280	165	105	40	356	297
Carleton Place	44	2	33	51	46	.....	188	183
Chatham	272	64	623	321	157	61	1,070	911
Cobourg	139	21	190	216	113	16	306	286
Collingwood	100	1	128	108	78	21	736	681
Cornwall	379	22	687	370	274	44	1,802	1,760
Fort Erie	73	18	83	77	30	22	255	203
Fort Frances	84	64	168	134	105	13	160	191
Fort William	501	329	826	292	210	62	1,501	1,444
Galt	300	217	297	209	156	21	300	288
Gananoque	66	15	76	59	19	36	190	152
Goderich	40	53	79	44	23	4	370	312
Guelph	236	135	323	207	110	37	396	373
Hamilton	2,101	767	3,458	2,439	1,100	366	4,903	4,420
Hawkesbury	39	119	252	38	40	.....	757	739
Ingersoll	83	39	111	74	62	6	203	206
Kapuskasing	474	512	169	131	151	13	115	256
Kenora	26	129	190	89	98	.....	343	346
Kingston	519	121	820	587	360	64	990	896
Kirkland Lake	197	86	374	241	103	43	511	455
Kitchener-Waterloo	552	164	736	696	436	36	586	593
Leamington	128	44	225	237	87	12	382	330
Lindsay	95	11	245	95	88	1	444	430
Listowel	32	35	114	21	12	.....	271	241
London	1,423	654	2,212	1,484	775	247	1,858	1,630
Midland	151	15	229	194	145	1	1,006	931
Napanee	29	8	93	33	21	1	352	286
New Toronto	661	143	852	645	468	23	860	728
Niagara Falls	495	43	827	473	378	37	836	772
North Bay	651	102	1,017	709	423	121	720	818
Orillia	206	31	296	216	170	14	610	544
Oshawa	1,004	252	1,690	1,163	811	36	1,408	1,306
Ottawa	1,551	544	2,085	1,481	728	290	3,451	3,196
Owen Sound	252	98	404	231	175	14	1,069	885
Parry Sound	60	12	189	58	18	28	270	264
Pembroke	195	73	476	270	126	14	801	827
Perth	61	30	115	55	35	12	343	334
Peterborough	243	61	665	273	202	.....	1,574	1,482
Picton	22	10	150	35	17	6	470	422
Port Arthur	633	1,352	1,345	795	760	16	1,742	1,825
Port Colborne	194	60	224	197	138	12	374	358
Prescott	55	19	136	55	53	.....	408	386
Renfrew	78	10	139	75	70	2	277	249
St. Catharines	611	191	944	554	371	78	1,663	1,393
St. Thomas	270	82	577	461	208	23	436	351
Sarnia	482	163	485	496	307	26	584	469
Sault Ste. Marie	1,032	567	544	385	408	57	661	622
Simcoe	86	47	224	91	38	12	536	570
Sioux Lookout	106	46	134	99	55	9	90	88
Smiths Falls	44	6	122	54	31	14	322	337
Stratford	142	49	260	155	64	40	396	348
Sturgeon Falls	84	10	238	80	38	36	464	604
Sudbury	1,597	576	1,343	987	460	234	1,476	1,394
Timmins	654	145	711	711	531	68	794	869
Toronto	11,093	6,765	13,148	9,289	5,004	1,232	14,007	12,418
Trenton	151	22	407	184	122	.....	567	478
Walkerton	71	55	139	54	40	.....	389	351
Wallaceburg	67	2	183	68	66	.....	410	381
Welland	366	98	299	414	193	27	892	817
Weston	317	323	510	354	241	7	490	340
Windsor	1,391	265	2,604	1,438	777	188	3,842	3,198
Woodstock	137	77	193	115	83	8	198	181
Manitoba	**4,136**	**1,800**	**8,373**	**4,233**	**1,737**	**1,178**	**17,355**	**16,982**
Brandon	267	140	563	254	164	24	1,371	1,332
Dauphin	50	2	213	70	38	6	629	606
Flin Flon	98	31	140	110	56	18	124	133
Portage la Prairie	64	35	217	39	26	5	766	766
The Pas	91	71	59	48	46	.....	109	92
Winnipeg	3,566	1,521	7,181	3,712	1,407	1,125	14,356	14,053

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS FEBRUARY 2 TO MARCH 1, 1951; UNPLACED APPLICANTS AS AT MARCH 22, 1951—*Concluded*

Source: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at March 22 1951
					Regular	Casual		
Saskatchewan	**2,092**	**895**	**4,620**	**2,158**	**913**	**410**	**13,294**	**12,921**
Estevan	53	15	100	57	31	4	278	302
Moose Jaw	228	111	515	157	85	24	1,378	1,314
North Battleford	95	34	248	79	67	2	883	904
Prince Albert	139	94	487	176	73	18	1,623	1,567
Regina	735	196	1,406	950	350	206	3,117	2,990
Saskatoon	589	291	1,196	543	204	118	3,218	3,213
Swift Current	57	55	225	54	23	9	888	873
Weyburn	90	35	125	72	41	21	327	308
Yorkton	106	64	318	70	39	8	1,582	1,450
Alberta	**5,676**	**2,335**	**9,501**	**6,070**	**3,232**	**836**	**16,143**	**15,724**
Blairmore	109	46	103	58	66	1	188	184
Calgary	1,918	594	3,235	2,218	1,033	317	5,496	5,193
Drumheller	47	5	120	51	48	.....	311	314
Edmonton	2,872	1,329	4,719	3,208	1,547	497	6,662	6,633
Edson	336	114	211	178	285	.....	85	94
Lethbridge	235	153	614	232	157	15	2,081	1,979
Medicine Hat	78	28	273	82	61	2	656	643
Red Deer	81	66	226	43	35	4	664	684
British Columbia	**6,661**	**2,070**	**19,756**	**7,324**	**3,930**	**769**	**45,651**	**45,057**
Chilliwack	105	24	502	137	64	28	2,104	2,061
Courtenay	74	58	229	24	22	1	1,050	1,051
Cranbrook	24	12	223	21	19	.....	686	680
Dawson Creek	232	7	243	230	224	1	257	273
Duncan	55	20	217	91	39	5	679	815
Kamloops	132	60	331	106	92	.....	605	559
Kelowna	41	10	375	47	30	5	1,395	1,370
Nanaimo	153	37	465	188	77	30	1,389	1,912
Nelson	107	18	329	115	84	9	920	943
New Westminster	461	104	2,388	553	332	64	6,142	6,070
Penticton	49	3	383	60	48	.....	1,643	1,546
Port Alberni	194	60	330	189	123	10	511	518
Prince George	829	127	962	775	556	86	385	303
Prince Rupert	195	75	241	151	169	.....	486	455
Princeton	15	.....	53	17	15	.....	170	157
Trail	43	7	318	42	24	11	946	914
Vancouver	2,958	917	10,213	3,680	1,492	425	21,765	21,265
Vernon	18	7	469	15	13	.....	1,423	1,408
Victoria	658	280	1,405	800	420	94	2,855	2,544
Whitehorse	318	244	80	83	87	.....	240	213
Canada	**81,263**	**40,071**	**155,825**	**80,067**	**44,344**	**11,165**	**297,897**	**294,509**
Males	53,090	26,392	115,015	51,774	30,552	7,310	233,289	232,507
Females	28,173	13,679	40,810	28,293	13,792	3,855	64,608	62,002

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1941–1951

SOURCE: Form U.I.C. 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (9 weeks)	291,586	105,954	397,540	77,273	39,586	116,859

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants[1]
1950—January	2,667,000	2,444,900	222,100
February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,000	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900
October	2,811,000	2,731,700	79,300
November	2,838,000	2,747,700	90,300
December	2,910,000	2,785,200	124,800
1951—January	2,911,000	2,720,900	190,100

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER (REGULAR AND SUPPLEMENTARY BENEFIT), BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF FEBRUARY 28, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7–12 days	13–24 days	25–48 days	49–72 days	73 days and over
Newfoundland	6,022	1,669	411	1,090	2,103	516	233
Male	5,906	1,648	399	1,062	2,064	506	227
Female	116	21	12	28	39	10	6
(Male)	(3,272)	(1,156)	(118)	(283)	(807)	(493)	(415)
(Female)	(195)	(40)	(5)	(18)	(47)	(24)	(61)
Prince Edward Island	2,499	326	163	353	912	491	254
Male	2,116	287	133	291	786	418	201
Female	383	39	30	62	126	73	53
Nova Scotia	15,662	2,711	1,394	2,514	4,597	2,215	2,231
Male	13,600	2,387	1,180	2,226	4,039	1,972	1,796
Female	2,062	324	214	288	558	243	435
New Brunswick	11,691	2,038	1,056	1,716	3,150	1,771	1,960
Male	9,538	1,785	895	1,433	2,609	1,449	1,367
Female	2,153	253	161	283	541	322	593
Quebec	83,781	16,276	8,226	12,798	20,481	13,112	12,888
Male	68,456	13,566	6,873	10,690	16,972	11,173	9,182
Female	15,325	2,710	1,353	2,108	3,509	1,939	3,706
Ontario	53,164	9,966	4,687	7,681	13,571	7,679	9,580
Male	40,232	7,836	3,653	5,885	10,425	6,158	6,275
Female	12,932	2,130	1,034	1,796	3,146	1,521	3,305
Manitoba	15,360	2,103	1,132	2,041	4,326	2,906	2,852
Male	11,447	1,476	776	1,509	3,156	2,419	2,111
Female	3,913	627	356	532	1,170	487	741
Saskatchewan	11,432	1,401	803	1,628	3,461	2,485	1,654
Male	9,368	1,148	649	1,297	2,792	2,191	1,291
Female	2,064	253	154	331	669	294	363
Alberta	15,134	3,423	1,358	2,688	3,982	1,769	1,914
Male	12,626	3,011	1,133	2,242	3,238	1,574	1,428
Female	2,508	412	225	446	744	195	486
British Columbia	37,788	5,055	3,267	6,088	10,551	5,665	7,162
Male	30,286	4,041	2,597	4,845	8,257	4,821	5,725
Female	7,502	1,014	670	1,243	2,294	844	1,437
TOTAL	252,533	44,968	22,497	38,597	67,134	38,609	40,728
Male	203,575	37,185	18,288	31,480	54,338	32,681	29,603
Female	48,958	7,783	4,209	7,117	12,796	5,928	11,125

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

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TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942, TO FEBRUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	.....
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	.....
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	.....
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	.....
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	281,978

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, FEBRUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months			
	Total [1]	Initial	Renewal	Total Disposed of [2]	Entitled to benefit	Not Entitled to benefit	Pending
Newfoundland	3,732	3,642	90	3,990	2,128	1,862	1,601
	(1,570)	(1,537)	(33)	(1,773)	(767)	(1,006)	(994)
Prince Edward Island	838	718	120	966	549	417	203
Nova Scotia	6,488	4,791	1,697	7,533	4,994	2,539	1,410
New Brunswick	4,579	3,656	923	4,870	2,860	2,010	1,257
Quebec	35,444	27,726	7,718	35,391	22,141	13,250	10,962
Ontario	25,999	19,211	6,788	28,101	18,809	9,292	5,298
Manitoba	6,272	4,850	1,422	7,010	4,239	2,771	1,225
Saskatchewan	4,072	3,469	603	4,737	2,636	2,101	886
Alberta	6,147	4,871	1,276	7,240	4,840	2,400	1,807
British Columbia	16,138	12,538	3,600	20,162	13,884	6,278	3,546
Total Canada, February, 1951	109,709	85,472	24,237	120,000	77,080	42,920	28,195
Total Canada, January, 1951	172,269	130,207	42,062	183,219	130,129	53,090	38,486
Total Canada, February, 1950	109,282	82,600	26,682	133,802	110,652	23,150	28,278

[1] In addition, revised claims received numbered 17,478. [2] In addition, 17,701 revised claims were disposed of. Of these, 1,368 were special requests not granted, and 1,295 were appeals by claimants. There were 2,551 revised claims pending at the end of the month. [3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of February, 1951[1]	Month of February, 1950[2]	Cumulative Total for Current Fiscal Year
Claims Disallowed—			
Regular	33,602	14,706	148,943
Supplementary Benefit	8,383	.....	23,359
Claimants Disqualified—			
Not unemployed	3,496	2,959	29,457
Not capable of and not available for work	1,357	905	13,536
Loss of work due to a labour dispute	135	277	3,318
Refused offer of work and neglected opportunity to work	1,548	669	14,822
Discharged for misconduct	837	928	7,493
Voluntarily left employment without just cause	5,757	3,707	46,618
Other reasons[3]	2,443	1,616	22,353
Total	57,558	25,767	309,899

[1] Includes 4,660 revised claims, disqualified.
[2] 1950 data relate to regular claimants only.
[3] These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month[1]	Month of February, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland[2]	1,307	1,522	48,488	126,277
	(785)	(607)	(32,056)	(79,099)
Prince Edward Island	1,553	899	38,367	88,394
Nova Scotia	8,434	5,887	212,457	525,142
New Brunswick	5,133	3,434	142,824	344,403
Quebec	51,549	22,475	1,266,513	3,118,165
Ontario	35,481	17,059	856,999	2,116,579
Manitoba	10,627	4,640	245,975	603,211
Saskatchewan	8,284	3,258	187,621	467,560
Alberta	9,712	4,931	218,787	556,078
British Columbia	25,965	15,316	634,993	1,643,752
Total, Canada, February, 1951	158,045	79,421	3,853,024	9,589,561
Total, Canada, January, 1951	149,816	104,667	3,788,241	9,367,276
Total, Canada, February, 1950	232,359	112,745	5,585,337	13,605,340

[1] Week containing last day of February.
[2] Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

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TABLE E-7.—STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO FEBRUARY 28, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	Receipts						Disbursements			Balance
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sales of Securities	Total Revenue	Benefit Payments			Balance in Fund
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70		5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265,064 37
August	11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
September	11,370,169 43	2,273,375 13		2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
October	11,313,655 22	2,262,702 39		4,425 70	1,274,096 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
November	11,444,060 13	2,288,200 58		2,776 00	1,323,276 58	15,058,313 29	4,179,172 57	524 25	4,179,696 82	636,637,088 65
December	12,580,488 28	2,516,416 01		2,880 00	1,350,478 17	16,450,262 46	5,304,152 98	193 50	5,304,346 48	647,783,004 63
January	12,271,583 10	2,455,143 20		1,269 35	1,366,289 00	16,094,284 65	9,363,792 54	462,031 16	9,825,823 70	654,051,465 58
February	*12,216,792 37	2,442,863 04		2,820 48	1,373,576 54	16,036,052 43	9,583,905 51	1,093,416 28	10,677,312 79	659,410,196 22
SUB-TOTAL	117,305,169 90	23,456,119 50	13,425 50	32,852 88	14,026,457 26	154,834,025 04	72,780,071 13	5,290,730 21	78,070,801 34	659,410,196 22
TOTAL	762,091,501 78	152,422,883 10	13,425 50	74,392 87	76,016,253 91	990,618,457 16	325,099,464 84	6,108,796 10	331,208,260 94	659,410,196 22

*Stamps $6,603,385.76 Meter $1,575,519.09. Bulk $4,037,887.52. Arm. Serv. $ nil. Sp. Force $ nil. Total $12,216,792.37

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, FEBRUARY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
						$
Newfoundland	1,712	752	744	422	9,100	18,372
Prince Edward Island	373	351	124	312	6,797	10,660
Nova Scotia	2,104	1,684	638	1,678	45,077	82,105
New Brunswick	1,753	1,247	444	1,132	27,326	48,017
Quebec	10,516	7,426	2,701	6,906	198,064	367,887
Ontario	6,409	4,689	2,059	4,170	117,448	223,170
Manitoba	2,128	1,494	686	1,260	35,923	67,136
Saskatchewan	1,794	1,268	549	1,209	29,623	55,300
Alberta	1,909	1,283	692	1,021	25,827	50,380
British Columbia	4,847	3,608	1,288	3,014	85,080	170,538
Total	33,545	23,802	9,925	21,124[1]	580,265	1,093,565

[1] Includes 236 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914	.....	79·7	92·2	72·1	75·1	88·3	69·6		
1929	.....	121·7	134·7	119·7	112·6	134·8	105·0		
1933	.....	94·4	84·9	98·6	102·5	93·3	98·2		
1939	.....	101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·8*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·5
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·3
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62·7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62·7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66·2*	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	*69·7*	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	*71·1*	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	*73·8*	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	*78·3*	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	*79·5*	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–39=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Source: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.			Fresh loin, centre cut, (chops or roast) per lb.	Fresh Shoulder, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts
Newfoundland—										
1—St. Johns	105·0	.....	[b] 77·6	67·4	.....	.....	.....	76·0	70·0	[e] 39·1
P.E.I.—										
2—Charlottetown	86·7	79·0	[a] 69·7	[a] 59·3	[a] 52·7	.....	.....	65·0	54·0	.....
Nova Scotia—										
3—Halifax	99·2	91·5	87·0	[a] 68·9	69·3	60·3	79·7	69·2	[c] 59·5	83·9
4—Sydney	103·0	95·8	[a] 76·3	[a] 63·3	66·5	.....	.....	69·4	62·0	89·0
New Brunswick—										
5—Moncton	94·7	88·5	[a] 83·4	[a] 65·8	62·8	.....	.....	70·0	60·4	78·9
6—Saint John	97·0	89·6	[a] 82·8	[a] 68·3	67·0	.....	78·3	69·7	57·8	81·9
Quebec—										
7—Chicoutimi	118·0	110·0	.....	76·3	66·0	.....	.....	65·7	58·5	86·5
8—Montreal	104·8	97·2	89·2	[a] 68·8	65·6	73·6	85·2	63·7	55·6	72·0
9—Quebec	106·6	101·6	88·3	[a] 66·6	62·8	76·5	85·3	57·9	51·8	76·1
10—Sherbrooke	94·3	93·4	82·4	65·8	62·0	.....	.....	63·7	55·7	79·4
11—Sorel	93·0	89·2	83·7	[a] 67·7	55·6	.....	90·0	62·5	50·7	73·0
12—Three Rivers	118·8	103·1	80·6	[a] 67·5	58·5	.....	.....	64·8	56·2	74·7
Ontario—										
13—Cornwall	90·8	90·2	86·5	70·8	71·7	.....	.....	69·0	59·2	78·1
14—Fort William	93·8	87·5	91·3	[a] 70·7	[a] 70·2	.....	.....	67·5	.....	81·1
15—Hamilton	99·7	95·3	93·1	[a] 76·3	71·2	77·4	92·2	71·2	55·8	78·0
16—London	95·7	94·4	89·6	[a] 73·5	70·7	.....	95·0	71·2	56·8	80·9
17—North Bay	94·8	93·6	88·2	[a] 74·0	69·0	.....	.....	68·4	56·5	80·0
18—Ottawa	93·6	91·8	90·5	74·2	67·7	.....	86·3	68·7	56·9	75·8
19—Sault Ste. Marie	95·5	94·3	83·6	70·7	73·3	.....	.....	70·6	58·3	80·5
20—Sudbury	92·7	91·9	84·7	69·3	69·9	.....	.....	68·6	[d] 59·8	78·3
21—Timmins	99·9	98·5	92·3	74·7	71·2	74·5	97·3	69·0	59·5	80·9
22—Toronto	96·2	91·7	94·0	75·3	70·9	76·6	90·5	69·9	54·6	76·7
23—Windsor	95·0	91·4	89·3	[a] 73·0	72·4	.....	88·5	68·1	53·6	76·6
Manitoba—										
24—Brandon	91·0	86·0	.....	66·3	66·0	.....	.....	.....	.....	82·1
25—Winnipeg	94·5	89·3	93·2	71·3	68·0	76·2	82·3	64·6	[d] 60·8	82·6
Saskatchewan—										
26—Moose Jaw	93·1	87·6	88·3	71·9	69·4	[a] 69·2	86·3	70·0	59·1	83·1
27—Regina	90·0	85·9	85·5	[a] 68·4	70·1	79·8	82·8	68·1	57·7	88·1
28—Saskatoon	87·0	80·9	84·0	[a] 66·8	66·6	.....	90·0	65·2	[d] 59·3	85·3
Alberta—										
29—Calgary	96·3	91·5	95·7	77·3	71·9	82·3	91·6	68·4	[d] 64·6	87·2
30—Drumheller	93·7	90·7	89·0	[a] 69·7	66·5	.....	.....	73·0	59·4	88·7
31—Edmonton	92·3	88·1	90·6	[a] 65·7	67·4	[a] 79·4	86·0	64·7	55·4	88·1
British Columbia—										
32—Prince Rupert	110·0	101·0	.....	.....	71·3	.....	93·3	70·0	67·7	92·2
33—Trail	101·3	96·3	93·3	[a] 74·0	72·5	.....	95·7	75·5	69·0	97·4
34—Vancouver	105·9	95·5	103·1	82·9	75·9	82·2	91·7	75·6	[d] 63·7	91·7
35—Victoria	109·2	98·8	99·9	76·7	80·7	.....	98·9	76·1	63·8	92·2

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns	.....	39·6	f 72·3	h 29·0	.....	32·2	10·7	8·7	15·2	19·6
P.E.I.—										
2—Charlottetown	29·7	37·3	g 60·4	16·0	67·1	33·7	10·7	8·3	12·1	17·4
Nova Scotia—										
3—Halifax	33·1	39·0	g 67·7	19·0	66·9	33·1	12·0	7·8	14·1	17·1
4—Sydney	31·8	36·4	g 72·3	20·0	70·2	33·9	12·8	8·1	13·3	17·3
New Brunswick—										
5—Moncton	32·5	38·7	68·9	19·0	66·3	32·7	11·3	8·0	14·0	17·9
6—Saint John	32·2	38·7	g 70·8	20·0	69·1	33·4	12·7	7·9	13·5	17·3
Quebec—										
7—Chicoutimi	33·2	40·0	67·0	19·0	66·0	34·6	12·8	8·3	.....	18·5
8—Montreal	30·3	37·1	69·0	18·5	67·8	31·7	11·3	7·2	12·8	15·9
9—Quebec	30·9	37·2	68·6	19·0	65·3	32·8	11·0	7·2	13·3	16·8
10—Sherbrooke	30·3	37·7	71·5	18·0	66·9	32·3	11·6	7·7	12·7	16·7
11—Sorel	30·5	37·0	66·5	17·0	69·3	30·9	11·3	7·5	12·9	16·2
12—Three Rivers	30·7	37·0	68·5	18·0	69·0	31·5	10·0	7·2	13·2	15·9
Ontario—										
13—Cornwall	31·5	37·7	g 69·4	19·0	69·5	31·5	10·0	7·2	13·4	16·4
14—Fort William	31·3	37·1	63·3	20·0	73·4	32·5	11·3	7·2	12·8	16·5
15—Hamilton	30·6	37·3	g 65·6	20·0	69·3	31·2	11·3	7·5	13·2	15·6
16—London	31·2	37·9	g 63·1	19·0	69·1	31·1	11·3	7·3	13·1	15·9
17—North Bay	31·5	38·5	67·1	19·0	69·6	31·9	11·3	7·9	13·9	16·6
18—Ottawa	32·3	38·1	69·8	19·0	67·5	31·6	11·3	7·5	13·0	15·7
19—Sault Ste. Marie	31·7	37·7	68·4	21·0	69·1	32·1	12·0	7·6	13·4	16·6
20—Sudbury	31·8	37·7	69·4	21·0	70·0	31·6	11·3	8·1	13·9	16·6
21—Timmins	31·1	37·6	69·1	21·0	67·5	32·1	12·0	7·8	12·7	16·5
22—Toronto	31·8	37·7	67·7	20·0	68·5	30·9	11·3	7·3	12·8	15·8
23—Windsor	31·1	38·3	g 65·7	20·0	69·1	31·7	11·3	7·5	13·5	15·8
Manitoba—										
24—Brandon	32·1	38·3	60·5	17·0	74·6	32·6	11·6	7·4	13·1	16·8
25—Winnipeg	31·1	38·1	60·5	18·0	69·1	32·5	13·0	7·1	12·6	16·1
Saskatchewan—										
26—Moose Jaw	30·0	38·3	.....	20·0	73·3	31·3	13·0	7·2	12·8	16·0
27—Regina	31·3	39·1	55·3	18·0	71·1	32·7	12·0	7·3	12·8	16·8
28—Saskatoon	30·4	38·9	56·7	18·0	72·5	31·7	11·2	7·0	12·4	15·8
Alberta—										
29—Calgary	30·9	38·4	56·4	19·0	69·5	31·1	12·0	7·2	12·5	16·2
30—Drumheller	32·4	41·7	55·5	20·0	72·1	32·4	12·0	7·7	13·2	16·5
31—Edmonton	31·7	39·8	g 53·7	18·0	69·0	32·1	11·2	7·1	12·7	16·3
British Columbia—										
32—Prince Rupert	34·8	41·7	66·3	27·0	65·7	34·2	14·0	8·0	13·3	17·1
33—Trail	34·1	40·6	62·6	22·0	64·5	33·2	14·0	7·5	12·8	16·0
34—Vancouver	33·1	37·5	g 63·1	19·0	63·5	31·5	13·9	7·2	12·5	15·7
35—Victoria	34·4	38·4	65·8	21·0	63·9	32·7	13·9	7·6	12·7	16·2

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Source: Dominion

Locality	Canned Vegetables: Tomatoes, choice, 2½'s (28 oz.) per tin	Canned Vegetables: Peas, per 20 oz. tin	Canned Vegetables: Corn, cream, choice, per 20 oz. tin	Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin per 32 oz. jar
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. Johns	24·7	18·6	23·1	12·9	8·0	32·0	26·7	i 30·4	49·8	.....	61·6
P.E.I.—											
2—Charlottetown	23·2	20·0	21·9	13·9	6·8	17·2	k 28·7	k 21·5	46·2	37·0	52·6
Nova Scotia—											
3—Halifax	22·9	19·6	20·1	14·8	5·5	26·1	28·6	20·6	45·9	27·4	54·7
4—Sydney	22·7	20·0	20·7	13·3	5·3	28·2	i 30·5	k 21·6	47·1	34·4	53·6
New Brunswick—											
5—Moncton	22·9	20·3	18·0	14·6	5·8	21·2	28·8	k 23·3	50·1	28·0	52·1
6—Saint John	23·0	19·1	19·4	14·8	5·6	21·4	27·9	k 21·3	47·4	28·2	54·1
Quebec—											
7—Chicoutimi	21·3	19·5	18·2	.....	8·9	31·7	23·8	27·7	45·3	28·3	60·0
8—Montreal	19·9	18·0	17·9	14·3	6·6	25·2	k 27·5	k 21·3	44·1	26·7	53·2
9—Quebec	20·8	19·7	17·5	14·1	6·7	23·7	25·6	25·0	43·5	27·6	35·9
10—Sherbrooke	21·1	20·2	18·7	14·8	6·9	25·4	29·1	25·4	45·9	27·4	54·1
11—Sorel	18·9	18·1	16·9	13·0	9·7	26·1	24·2	20·5	42·3	27·5	52·1
12—Three Rivers	20·3	18·4	18·2	14·4	7·0	25·6	26·2	21·9	44·1	27·7	52·8
Ontario—											
13—Cornwall	20·1	19·2	17·6	13·1	7·2	28·7	k 26·5	21·0	44·1	27·4	49·3
14—Fort William	22·9	20·0	18·6	16·3	5·7	37·0	k 27·3	23·8	45·6	30·0	54·0
15—Hamilton	21·9	17·9	17·6	15·8	5·2	29·3	k 30·1	n 20·2	43·8	28·2	49·3
16—London	20·9	19·8	19·5	14·1	5·0	30·8	k 27·9	18·7	42·6	26·0	47·8
17—North Bay	21·6	17·0	20·7	14·0	5·1	32·3	28·0	k 25·3	46·8	.....	52·3
18—Ottawa	20·9	19·0	17·4	13·9	6·2	29·4	k 28·5	k 24·6	45·9	26·7	49·4
19—Sault Ste. Marie	22·3	19·9	19·4	13·4	6·3	35·0	i 31·6	23·2	44·4	29·7	50·2
20—Sudbury	20·6	19·4	18·5	13·0	5·7	29·9	26·9	k 24·0	42·9	28·0	51·0
21—Timmins	21·8	19·1	19·1	15·0	6·1	35·8	26·3	22·8	44·7	33·4	52·4
22—Toronto	20·2	18·2	17·5	15·6	4·4	31·8	26·6	19·1	41·4	26·7	46·7
23—Windsor	19·8	20·5	20·3	13·7	4·6	28·3	.....	19·7	44·1	27·7	49·3
Manitoba—											
24—Brandon	23·4	20·4	20·9	14·6	8·6	29·7	27·1	27·4	48·6	27·4	t 69·6
25—Winnipeg	22·7	20·1	20·3	14·5	6·4	25·8	k 27·8	26·1	46·5	p 25·2	t 66·2
Saskatchewan—											
26—Moose Jaw	24·7	19·0	.....	.....	6·9	32·3	.....	20·2	48·0	31·0	.....
27—Regina	25·3	20·2	22·0	15·4	7·8	30·6	k 26·8	24·5	46·5	29·8	t 73·4
28—Saskatoon	24·4	19·4	21·1	16·1	8·1	36·5	k 29·2	k 26·7	49·8	35·1	t 71·0
Alberta—											
29—Calgary	24·6	18·1	20·3	15·1	6·8	30·7	k 28·0	22·6	46·5	29·0	t 69·7
30—Drumheller	25·7	18·4	21·5	14·3	7·1	36·8	k 25·0	24·3	45·9	29·4	t 74·4
31—Edmonton	25·3	18·3	20·7	15·5	7·6	31·1	k 28·1	23·1	45·6	28·3	t 71·6
British Columbia—											
32—Prince Rupert	25·1	m 18·4	m 17·1	16·1	6·8	46·3	28·7	22·0	47·1	27·7	t 70·1
33—Trail	24·8	.....	23·5	17·5	7·2	34·0	k 30·1	25·2	47·4	32·7	t 71·0
34—Vancouver	22·0	m 18·8	m 14·3	14·5	5·7	36·6	k 26·3	21·0	41·1	p 20·5	t 64·3
35—Victoria	21·3	m 17·3	m 16·2	15·9	6·6	37·3	25·9	20·1	40·2	p 22·7	t 68·9

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar: Granulated, bulk or in bag per lb.	Sugar: Yellow, branded package per lb.	Coffee, medium, in bags per lb.	Tea, black, medium, per ¼ lb. package	Coal: Anthracite, per ton	Coal: Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	$	$
Newfoundland—	s					v	w		*
1—St. Johns	47·1	49·4	38·0	12·0	.....	113·5	59·4	.....	20.79
P.E.I.—						v			
2—Charlottetown	21·9	41·5	37·0	12·2	11·8	116·7	50·5	.....	15.75
Nova Scotia—									
3—Halifax	23·0	42·6	35·4	11·6	12·7	112·7	50·3	.....	17.50
4—Sydney	22·5	46·4	35·2	12·3	12·7	112·8	50·5	.....	12.35
New Brunswick—									
5—Moncton	24·0	39·4	35·4	12·4	12·8	109·4	50·1	.....	16.75
6—Saint John	23·3	42·8	35·2	11·8	12·2	110·6	50·7	.....	18.00
Quebec—						v			
7—Chicoutimi	.....	49·7	36·8	12·3	11·7	119·2	58·3	26·50	.....
8—Montreal	20·7	41·5	31·4	11·4	11·9	107·7	55·6	28·00	.....
9—Quebec	21·3	45·5	33·6	11·9	11·9	111·6	56·6	26·50	.....
10—Sherbrooke	22·4	40·6	33·5	11·6	12·1	111·1	56·6	27·50	.....
11—Sorel	21·6	41·0	32·4	11·3	11·1	107·8	54·4	24·50	.....
12—Three Rivers	22·7	42·8	33·4	11·6	11·7	107·5	56·2	26·50	.....
Ontario—									
13—Cornwall	21·7	38·2	31·6	11·9	11·9	112·7	55·3	27·75	.....
14—Fort William	22·3	39·0	35·0	12·8	13·2	104·1	52·9	25·25	.....
15—Hamilton	22·5	34·8	31·4	11·7	12·6	v 104·0	55·5	25·50	.....
16—London	21·6	38·1	31·3	11·9	12·4	103·4	55·2	26·50	.....
17—North Bay	21·7	40·0	34·0	12·6	13·5	v 116·6	56·0	28·50	.....
18—Ottawa	22·1	41·7	30·9	11·8	12·1	104·0	54·6	27·25	.....
19—Sault Ste. Marie	23·0	38·0	33·6	12·4	12·2	102·2	55·6	24·75	.....
20—Sudbury	22·3	37·6	34·3	12·3	12·5	100·6	54·6	27·25	.....
21—Timmins	23·1	42·2	33·3	12·7	13·2	105·2	54·3	29·00	.....
22—Toronto	21·3	38·4	30·8	11·4	12·3	102·4	54·3	25·25	.....
23—Windsor	21·2	36·6	31·4	11·7	12·4	101·5	54·1	26·00	.....
Manitoba—									
24—Brandon	24·7	44·6	35·7	13·9	14·7	106·4	53·1	.....	17.00
25—Winnipeg	23·4	43·0	33·7	14·0	15·1	98·1	52·1	.....	18.45
Saskatchewan—									
26—Moose Jaw	.....	42·7	35·0	13·1	13·8	96·2	51·7	.....	15.50
27—Regina	23·8	42·6	37·6	13·4	14·3	103·7	51·7	.....	16.50
28—Saskatoon	24·0	48·3	35·3	13·8	15·0	101·2	50·5	.....	15.65
Alberta—									
29—Calgary	24·6	39·9	35·7	12·9	13·9	101·6	52·5	.....	13.00
30—Drumheller	26·9	44·6	37·6	13·2	15·0	102·0	53·0	.....	.....
31—Edmonton	24·6	42·3	35·3	12·9	14·4	107·0	51·2	.....	8.20
British Columbia—									
32—Prince Rupert	24·7	42·1	35·0	12·7	14·2	104·1	54·4	.....	19.75
33—Trail	24·8	42·0	34·7	12·8	13·9	99·6	52·0	.....	17.25
34—Vancouver	21·8	35·9	31·3	11·0	12·6	95·6	51·7	.....	18.11
35—Victoria	22·4	38·5	32·0	11·8	13·1	100·3	51·7	.....	19.37

(g) Mixed—carton and loose. (h) Evaporated milk 16·5 per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. (*) Prices formerly quoted were for a long ton.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MARCH, 1951

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Mar. 1st, 1950	Feb. 1st, 1951	Mar. 1st 1951						
Halifax	155·0	162·3	167·1	222·1	119·5	142·8	209·5	172·3	127·9
St. John	159·5	171·2	174·8	222·2	122·9	138·4	218·1	180·2	138·4
Montreal	166·6	180·6	184·3	247·3	136·1	141·8	184·1	195·3	134·4
Toronto	160·7	171·5	176·4	224·9	143·0	171·7	196·1	185·1	136·3
Winnipeg	158·8	170·1	173·6	235·7	130·1	124·9	191·7	190·5	130·8
Saskatoon	164·5	172·6	177·8	240·8	128·6	145·9	202·9	190·2	127·9
Edmonton	159·5	169·0	172·8	239·5	122·6	114·6	203·2	179·3	132·7
Vancouver	165·2	175·8	179·2	236·6	127·4	145·7	206·4	181·2	140·1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August, 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Mar. 1946	Mar. 1947	Mar. 1948	Mar. 1949	Feb. 1951	Mar. 1951	Price Mar. 1951
Beef, sirloin steak	lb.	120·7	155·2	166·7	190·3	244·8	331·8	346·8	97·5
Beef, round steak	lb.	125·7	167·9	180·6	209·7	274·3	369·4	386·6	92·4
Beef, rolled rib roast, prime	lb.	125·5	175·2	188·7	215·7	277·0	367·3	382·0	88·0
Beef, blade roast, blade removed	lb.	132·7	162·3	172·3	214·5	296·9	414·1	436·4	70·7
Beef, stewing, boneless	lb.	136·7	169·0	177·9	232·1	331·7	471·2	497·5	67·9
Veal, front roll, boneless	lb.	139·3	173·4	175·1	224·3	320·7	415·8	436·0	75·7
Lamb, leg roast	lb.	109·9	152·8	156·3	186·6	248·2	299·7	310·6	88·7
Pork, fresh loin, centre cut	lb.	125·3	144·6	172·9	196·1	225·9	250·5	257·6	68·3
Pork, fresh shoulder, hock off	lb.	127·0	144·4	176·4	212·6	253·0	285·8	306·9	58·3
Bacon, side, fancy, sliced, rind off	lb.	132·3	142·5	180·0	216·7	228·6	215·5	217·1	82·1
Lard, pure, package	lb.	151·3	160·5	239·5	243·9	228·1	267·5	283·7	31·6
Shortening, package	lb.	134·7	137·5	212·5	218·1	248·6	250·7	263·8	38·2
Eggs, grade "A", Large, carton	doz.	156·4	144·1	146·2	170·2	173·5	179·8	208·0	65·0
Milk	qt.	111·0	96·3	139·4	158·7	162·4	175·2	175·2	19·1
Butter, creamery, prints	lb.	140·5	149·1	164·8	263·4	267·0	237·0	252·8	68·8
Cheese, plain, mild, ½ lb.	pkg.	174·6	166·3	173·6	212·5	230·5	237·9	240·2	32·2
Bread, plain, white, wrapped	lb.	106·5	106·3	107·9	149·2	152·4	180·8	183·9	11·7
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	187·9	224·2	224·2	7·5
Rolled Oats, package	lb.	112·0	114·0	114·0	152·0	153·6	193·2	197·7	13·1
Corn Flakes, 8 oz.	pkg.	101·1	100·0	102·2	152·2	162·0	172·8	177·1	16·5
Tomatoes, canned, 2½'s	tin	129·9	137·7	170·8	250·0	213·2	200·9	206·5	22·2
Peas, 20 oz.	tin	117·5	121·7	132·5	151·7	148·3	150·1	152·4	19·5
Corn, Cream, choice, 20 oz.	tin	128·3	132·7	146·9	195·6	185·8	175·7	176·6	19·5
Beans, dry	lb.	129·4	135·3	174·5	302·0	268·6	283·3	293·3	14·6
Onions, cooking	lb.	108·2	138·8	142·9	208·2	128·6	120·9	122·8	6·5
Potatoes, No. 1, table	10 lbs.	89·9	155·5	130·2	188·4	144·5	128·9	132·0	29·7
Prunes, bulk or in bag	lb	115·8	134·2	171·1	177·2	181·6	237·2	240·7	27·7
Raisins, seedless, bulk or in bag	lb.	104·0	121·2	168·2	147·0	127·2	146·7	151·3	22·8
Oranges, California	doz.	132·5	147·1	132·1	127·0	134·5	154·3	164·1	45·3
Lemons	½ doz.	111·3	147·7	136·9	133·8	137·8	169·2	176·5	28·8
Jam, strawberry, 16 oz.	jar	111·3	116·3	141·9	160·1	149·2	163·8	164·3	28·9
Peaches, 15 oz.	tin	101·5	105·1	128·4	155·8	144·2	148·8	150·1	22·8
Marmalade, Orange, 16 oz.	jar.	118·3	129·6	135·5	150·2	144·3	150·3	151·1	20·6
Corn Syrup, 2 lb.	tin	138·0	158·2	180·4	194·5	182·2	192·7	196·2	34·0
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	132·3	149·2	150·8	191·7	191·7	12·3
Sugar, yellow, in branded package	lb.	131·3	134·9	134·9	154·0	155·6	199·6	199·6	12·9
Coffee, medium quality, in bag	lb.	141·6	131·7	145·9	179·3	188·2	302·8	306·9	105·9
Tea, black, ½ lb.	pkg.	145·2	131·6	149·0	174·1	175·9	182·3	183·7	53·4

* Descriptions and Units of Sale Apply to March 1951 prices.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics.

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June, Aug. 1939	1938	1936-39 =1000	1st Quarter of 1949=1000
	(a)	(b)		(b)	(l)				(c)			(d)	(e)
1913	79·1	70·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1914	79·1	71·8	.....	(g) 100	.....	.....	.....	.....	100	.....	81·4	.....	.....
1915	80·7	72·5	.....	(i) 123	.....	.....	.....	.....	.....	.....	85·5	.....	.....
1916	87·0	77·9	.....	(i) 146	.....	.....	.....	.....	.....	.....	90·8	.....	.....
1917	102·4	91·6	.....	(i) 176	.....	.....	.....	.....	.....	.....	99·6	.....	.....
1918	115·6	107·5	.....	(i) 203	.....	.....	.....	.....	204	.....	106·4	.....	.....
1919	126·5	123·8	.....	(i) 215	.....	.....	.....	.....	222	.....	117·7	.....	.....
1920	145·4	143·0	.....	(i) 249	.....	.....	.....	.....	224	.....	145·8	.....	.....
1921	129·9	127·7	.....	(i) 226	.....	.....	.....	.....	200	.....	132·0	.....	.....
1922	120·4	119·7	.....	(i) 183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	(i) 172	185	.....	.....	.....	162	125	106·3	(f)	.....
1929	121·7	122·5	.....	(i) 164	176	.....	.....	.....	161	118	106·6	1,150	.....
1933	94·4	92·4	.....	(i) 140	151	.....	.....	(k)	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	(i) 158	178	108	.....	107·5	138	(m) 103	99·9	1,029	748
1940	105·6	100·2	100·7	(i) 184	205	129	.....	122·5	151	113	103·4	1,051	782
1941	111·7	105·2	104·4	(i) 199	226	150	.....	141·7	174	138	108·2	1,111	810
1944	118·9	125·5	199·1	(i) 201	295	285	.....	158·2	207	279	128·8	1,270	872
1945	119·5	128·4	213·5	(i) 203	295	393	.....	157·5	209	293	132·2	1,270	884
1946	123·6	139·3	266·7	(i) 203	291	645	.....	160·3	208	287	134·1	1,278	891
1947	135·5	159·2	300·3	(i) 203	.....	1,030	4,575	162·1	217	279	139·7	1,309	919
1948	155·0	171·2	318·9	(j) 108	99	1,632	4,847	172·4	224	281	147·8	1,392	992
1949	160·8	169·1	336·0	111	.....	1,818	4,915	175·9	222	.....	153·2	1,596	1,009
1950	166·5	(n) 171·9	.....	114	101	1,945	4,849	177·7	(e)159·1	294	.....	.....	.....
1950—April	164·0	(n) 168·5	350·5	114	.....	1,922	4,752	176·2	157·5	288	157·2	.....	.....
May	164·0	(n) 169·3	354·2	114	102	1,906	4,760	176·4	158·2	290	159·2	.....	.....
June	165·4	(n) 170·2	354·6	114	.....	1,845	4,823	176·7	158·4	290	161·0	1,730	1,052
July	167·5	(n) 172·0	355·6	114	.....	1,825	4,824	177·1	158·4	292	159·8	.....	.....
August	168·5	(n) 173·4	359·5	113	100	1,925	4,909	177·3	159·4	295	158·7	.....	.....
September	169·8	(n) 174·6	362·1	114	.....	2,007	5,007	178·0	160·0	297	159·0	1,773	1,087
October	170·7	(n) 175·6	.....	115	.....	2,043	4,946	178·0	160·8	304	162·0	.....	.....
November	170·7	(n) 176·4	.....	116	102	2,055	4·997	179·2	160·9	307	.....	.....	.....
December	171·1	(n) 178·8	.....	116	.....	2,075	5,009	185·1	160·8	306	.....	.....	.....
1951—January	172·5	(n) 181·5	.....	117	.....	2,103	.....	.....	162·3	.....	.....	.....	.....
February	175·2	(n) 183·8	.....	.....	.....	2,141	.....	.....	.....	.....	.....	.....	.....
March	179·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series August 1939=100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926=46 are on base July, 1914=100. (m) Average June-December. (n) Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1945	1950	Feb. 1950	Jan. 1951	Feb. 1951
All Commodities	**83·4**	**166·0**	**124·6**	**87·4**	**99·3**	**132·4**	.....	**200·9**	**233·8**	**240·0**
Classified According to Chief Component Material—										
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	131·6	.....	192·0	214·1	219·0
II. Animals and Their Products	91·4	169·3	145·2	79·1	100·8	151·8	.....	239·7	290·4	304·0
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	130·8	.....	225·4	298·8	314·6
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	154·9	.....	247·0	284·5	286·5
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	117·9	.....	178·3	196·4	201·7
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	107·6	.....	146·6	174·7	175·5
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	116·4	.....	164·7	167·3	168·3
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	124·0	.....	150·2	179·7	183·1
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	95·1	137·2	.....	201·9	235·6	241·7
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	129·8	.....	201·0	233·6	240·0
* General Building Materials	76·2	125·9	112·6	89·1	102·0	144·8	.....	231·5	279·7	287·4
Canadian Farm Products—										
Field	.....	.....	137·2	69·3	83·7	160·4	.....	184·3	‡ 173·5	177·9
Animal	.....	.....	144·4	69·2	101·5	170·2	.....	259·6	310·9	329·6
TOTAL	.....	.....	140·8	69·3	92·6	165·3	.....	222·0	‡ 242·2	253·7

† Gold is included from 1935 to date.
* Arithmetically converted from base 1926=100.
The indexes for 1950 and 1951 are subject to revision.
‡ Revised back to August 1950 to include increases in initial payments for western wheat, oats and barley for the crop year August 1, 1950-July 31, 1951.

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G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1950-1951†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1951*						
January	17‡	17	6,253‡	6,253	16,763	0·02
February	14	18	4,324	4,508	18,878	0·02
March	22	27	4,455	4,754	15,135	0·02
Cumulative totals	53		15,032		50,776	0·02
1950						
January	9‡	9	2,381‡	2,381	38,588	0·04
February	11	16	3,053	3,861	24,871	0·03
March	14	22	4,620	5,600	25,041	0·03
Cumulative totals	34		10,054		88,500	0·03

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtely a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to March, 1951				
MANUFACTURING—				
Fur and Leather Products—				
Handbag factory workers, Montreal, P.Q.	1	23	345	Commenced February 27; protest against disciplining one worker for absenteeism; terminated March 17; return of workers; in favour of employer.
Textiles, Clothing, etc.—				
Knitting factory workers, Whitby, Ont.	1	30	60	Commenced February 26; for a new agreement providing for increased wages and check-off following reference to conciliation board; terminated March 2; negotiations; compromise.
Printing and Publishing—				
Bookbinders, Toronto, Ont.	1	27	400	Commenced February 20; protest against decision to eliminate union shop clause from memorandum of agreement signed February 16; employment conditions no longer affected by the end of March; indefinite.
Metal Products—				
Refrigerator factory workers, Brantford, Ont.	1	200	2,200	Commenced February 13; interunion dispute *re* bargaining agency; terminated March 15; conciliation, provincial, and return of workers pending vote *re* union affiliation; indefinite.
Steel barrel factory workers, Hamilton, Ont.	1	19	75	Commenced February 28; protest against suspension of a worker following disagreement with foreman; terminated March 6; conciliation, provincial; in favour of employer.
Strikes and Lockouts Commencing During March, 1951				
LOGGING—				
Loggers, Menzies Bay, B.C.	1	325	675	Commenced March 9; for re-instatement of a faller dismissed for failure to bring in his saw from the bush, see strike February 8; terminated March 13; negotiations; in favour of workers.
MINING—				
Coal miners, Alexo, Alta.	1	72	350	Commenced March 19; for payment of guaranteed minimum wage to miners who fail to make minimum wages on contract work; terminated March 26; negotiations; in favour of employer.
Coal miners, Drumheller, Alta.	1	168	168	Commenced March 29; protesting lay-off of miner for being absent without leave; terminated March 29; negotiations; in favour of workers.
MANUFACTURING—				
Vegetable Products—				
Flour mill workers, Humberstone, Ont.	1	165	1,270	Commenced March 2; for a new agreement providing for increased wages and reduced hours; terminated March 16; conciliation, provincial, and negotiations; compromise, increase in wages granted.
Rubber and Its Products—		[3]		
Tire factory workers, Kitchener, Ont.	1	150	350	Commenced March 21; protesting new method of payment for calender operations; terminated March 26; return of workers pending reference to provincial conciliation; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH, 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1951—*Continued*				
Textiles, Clothing, etc.—				
Pants factory workers, St. Therese, P.Q.	1	13	50	Commenced March 5; for union recognition and alleged discrimination in dismissal of one worker; terminated March 17; negotiations and partial return of workers; indefinite.
Sportswear factory workers, Toronto, Ont.	1	28	270	Commenced March 6; for a union agreement; terminated March 19; negotiations and return of workers pending certification of union; indefinite.
Silk and nylon factory workers, Galt and Mitchell, Ont.	2	146	580	Commenced March 19; for a new agreement providing for increased wages, elimination of wage differential between the two plants, and other changes, following reference to conciliation board; terminated March 22; negotiations; compromise.
Silk and rayon factory workers, Dunnville, Ont.	1	20	120	Commenced March 22; alleged discrimination in dismissal of four workers; unterminated.
Miscellaneous Wood Products—				
Saw and planing mill workers, Stewiacke, N.S.	1	[4] 25	100	Commenced March 9; for increased wages; terminated March 13; negotiations; partially successful.
Furniture factory workers, Kitchener, Ont.	1	88	1,340	Commenced March 12; for union recognition and agreement providing for extension of vacation plan, payment for statutory holidays, overtime rates, sickness and accident insurance, following reference to conciliation board; unterminated.
Furniture factory workers, Waterloo, Ont.	1	31	400	Commenced March 14; alleged discrimination in lay-off of nine workers; unterminated.
Sash and door factory workers, St. Joseph de Beauce, P.Q.	1	95	285	Commenced March 15; for a union agreement providing for increased wages, maintenance-of-membership and check-off; terminated March 17; conciliation, provincial; in favour of workers.
Metal Products—				
Boilermakers, Vancouver, B.C.	1	14	70	Commenced March 7; protest against foreman doing mechanical work; terminated March 13; return of workers and replacement; in favour of employer.
Metal alloy factory workers, Beauharnois, P.Q.	1	561	210	Commenced March 13; for dismissal of three key men following dispute over changes in operations; terminated March 13; return of workers; in favour of employer.
Motor vehicle factory workers, painters, Windsor, Ont.	1	[5] 25	150	Commenced March 19; protest against alleged excessive fumes in body-paint division; terminated March 27; negotiations; in favour of employer.
Motor vehicle factory workers, stock room and jitney drivers, Windsor, Ont.	1	[6] 200	125	Commenced March 30; for employment of an extra helper; terminated March 30; return of workers; in favour of employer.

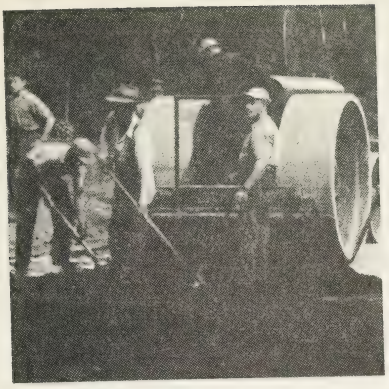
TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MARCH 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1951				
Non-Metallic Minerals, Chemicals, etc.—				
Fibrous glass factory workers, Sarnia, Ont.	1	75	145	Commenced March 3, 5, 13 and 14; for a new agreement providing for increased wages; terminated March 14; negotiations; compromise, increase in wages and cost-of-living escalator clause.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Toronto, Ont.	1	24	155	Commenced March 8; jurisdictional dispute as to whether labourers or carpenters should erect forms for poured concrete floors; terminated March 16; negotiations; compromise, work to be done on a 50–50 basis.
TRADE—				
Milk salesmen and dairy workers, Toronto, Ont.	15	2,165	4,300	Commenced March 21; for a new agreement providing for increased wages, retroactive to October 1, 1950, following reference to conciliation board; terminated March 23; conciliation, provincial; compromise, increase retroactive to December 15, 1950.
Wholesale grocery warehouse workers, Sault Ste. Marie, Ont.	1	7	42	Commenced March 24; alleged discrimination in dismissal of one worker; unterminated.
SERVICE—				
Business and Personal—				
Hotel employees, Windsor, Ont.	1	58	900	Commenced March 12; for a union agreement providing for increased wages; unterminated.

[1] Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

[2] In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

[3] 225 indirectly affected; [4] 25 indirectly affected; [5] 3,000 indirectly affected; [6] 3,000 indirectly affected.



CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at June 9, as the LABOUR GAZETTE *went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

THE SEASONAL increase in hiring in construction and agriculture, and the continued expansion in defence and defence supporting industries continued to be the dominant influences on employment during May. Registrations for employment on file at National Employment Service offices declined to 151,100 at the beginning of June, some 94,300 below the total a month earlier.

Although the seasonal industries and defence projects were making heavy demands on the labour supply, there was little sign of a general labour shortage. The situation continues to be one of specialized shortages of fully qualified skilled tradesmen in certain industries and areas. In the manufacturing industries, the list of tradesmen in short supply continued much the same as in the past few months, with fully qualified machinists, draftsmen, welders, specialized skilled aircraft and shipyard workers the occupations most in demand. Employers generally are being quite selective in their hiring, and are demanding fully qualified workers. Relatively few of them have set up programs to train skilled men. The tendency is to look for the fully experienced worker, if necessary in labour markets in other areas, or even abroad.

In very few cases is the shortage of skilled workers critical, in the sense that it is the main factor responsible for holding up production. It is rather the flow of basic materials, especially steel, which is determining the rate of output.

At the same time, it was becoming clear that the new credit restrictions were combining with material shortages to relieve pressures on labour supplies in the metal manufacturing industries. With the new credit regulations slowing down the sales of consumer durables such as autos and washing machines, it is very doubtful if production in such industries will expand much beyond its present rate. In some instances there have been short term layoffs, which may increase as the defence program absorbs more of the essential materials.

IN BRIEF...

Industrial employment in the major non-agricultural industries was moderately higher at the beginning of April, according to preliminary figures issued by the Dominion Bureau of Statistics. The advance industrial composite index, on the base 1939=100, at 173·2 was 0·5 per cent above March 7, and 8·9 per cent higher than at April 1 last year. In manufacturing, the

(Continued on page 796)

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Preliminary Index of Wage Rates

The prelminary index of wage rates in Canadian industry, on the base 1939=100, stood at 225·5 as of April 1 this year, according to the results of the second semi-annual wage rate survey of the Economics and Research Branch of the Department of Labour. This index indicates an increase of 5·6 per cent in wage rates between October, 1949 and October, 1950, and an additional 4·3 per cent in the six-month period between October, 1950 and April 1, 1951.

During the year ending October 1, 1950, all of the principal industrial groups, with the exception of Logging, showed increases in wage rates. The Service group had the greatest percentage rise—7·5 per cent; Manufacturing was next with an increase of 6·2 per cent; while Transportation and Communication, Construction and Mining followed with increments of 5·5, 5·3 and 5·0 per cent respectively. The slight decline in the Logging index was due to some reduction of rates in Eastern Canada in this period, employment conditions in Woods Operations being somewhat less favourable than previously. This was due, in part, to an increase in the use of inventory stocks of pulpwood by large paper companies, particularly in the Atlantic provinces.

During the period between October, 1950 and April, 1951, percentage increases in the wage rate indexes for the main industrial groups ranged from less than 1 per cent for Building Construction, where wage settlements normally tend to be made later in the spring, to 5·4 per cent in Manufacturing. Of the remaining groups, a 4·9 per cent increase was registered in Mining, 3·7 per cent in Service, 3·1 per cent in Transportation and Communication, and 2·0 per cent in Logging.

The index number of 185·5 for the Transportation and Communication group as of October 1, 1950 includes the 7-cent per hour increase granted to non-operating Steam Railways' employees, effective the previous August 31; the index number of 191·2 for the same group as of April 1, 1951 includes, in addition, the increases obtained as of December 1, 1950 by the operating employees.

The wage rate information from which the index numbers have been calculated was obtained from the annual survey of wages, hours and working conditions in October of each year and from a semi-annual sample survey in April. The former is on a much broader basis than the latter, statistics of wage rates by occupation having been obtained from about 15,000 establishments, mainly those with fifteen or more employees. The estimate of the change between October, 1950 and April, 1951 is based on information form a sample of about 800 establishments. Index numbers and statistics of wage rates by industry and occupation will be published from time to time in the Labour Gazette on the basis of data from the October, 1950 survey.

The following table shows index numbers for the six main groups of industries as of October, 1949 and 1950, and April, 1951, with percentage changes between succeeding survey dates:—

	Oct. 1949	Oct. 1950	Per Cent Change Oct. 1949 to Oct. 1950	Apr. 1951	Per Cent Change Oct. 1950 to Apr. 1951	Per Cent Change Oct. 1949 to Apr. 1951
Logging	216.2	213.7	−1.2	218.0	+2.0	+ 0.8
Mining	187.6	197.0	+5.0	206.7	+4.9	+10.2
Manufacturing	217.9	231.4	+6.2	243.8	+5.4	+11.9
Construction	184.2	194.0	+5.3	195.3	+0.7	+ 6.0
Transportation and Communication	175.9	185.5	+5.5	191.2	+3.1	+ 8.7
Service	195.0	209.6	+7.5	217.3	+3.7	+11.4
General Average	**204.6**	**216.1**	**+5.6**	**225.5**	**+4.3**	**+10.2**

CURRENT LABOUR STATISTICS

(Latest available statistics as of June 11, 1951)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Same date Previous Year
Manpower—				
Total civilian labour force (a)	Mar. 3	5,172,000	—	+ 1·3
Persons with jobs (a)	Mar. 3	5,000,000	—	+ 4·3
Persons without jobs and seeking work (a)	Mar. 3	172,000	—	−44·9
Registered for work, N.E.S.				
Atlantic Region	May 31	26,142	−39·4	−49·7
Quebec Region	May 31	47,193	−44·2	−41·0
Ontario Region	May 31	36,178	−24·8	−34·2
Prairie Region	May 31	20,928	−46·2	−46·7
Pacific Region	May 31	20,620	−31·7	−27·1
Total, all regions	May 31	151,061	−38·3	−40·6
Ordinary claims for Unemployment Insurance benefit	May 1	136,848	−39·6(c)	−34·8
Amount of benefit payments	April	$7,679,160	−36·7(c)	−32·4
Index of employment (1939=100)	April 1	173·2	+ 0·5	+ 8·9
Immigration	March	11,858	+40·8	+79·1 (b)
Industrial Relations—				
Strikes and lockouts—days lost	May	34,902	—	−25·7 (b)
No. of workers involved	May	6,560	—	+46·5 (b)
No. of strikes	May	39	—	+52·3 (b)
Earnings and Income—				
Average weekly wages and salaries	April 1	$48.39	+ 0·4	+ 8·1
Average hourly earnings (manufacturing)	April 1	$1.13	+ 1·2	+10·8
Average hours worked per week (manufacturing)	April 1	42·6(d)	+ 0·7	− 0·5
Average weekly earnings (manufacturing)	April 1	$48.01(d)	+ 1·9	+10·3
Cost of living index (av. 1935-39=100)	May 1	182·0	+ 0·1	+11·0
Real weekly earnings (mfg. av. 1946=100)	April 1	109·2(d)	+ 0·6	− 0·6
Total labour income	Feb.	$741,000,000	0·0	+18·6
Industrial Production—				
Total (Average 1935–39=100)	March	217·2	+ 1·4	+13·2
Manufacturing	March	227·8	+ 1·5	+13·4
Non-durables	March	197·4	+ 1·8	+ 7·9
Durables	March	280·0	+ 1·2	+20·9
Trade—				
Retail trade	March	$814,400,000	+21·8	+18·8
Exports	April	$295,200,000	+ 1·7	+43·6
Imports	April	$393,100,000	+14·8	+70·2

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Part of this decrease is due to the termination of the Supplementary Benefit program at March 31.

(d) Adjusted for Easter holidays.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Provinces agree to B.N.A. Act amendment for old age pensions

Agreement by all ten provinces in the terms of an amendment to the British North America Act respecting old age pensions was announced by the Prime Minister on May 4. Mr. St. Laurent stated that the amendment is designed to permit the implementing of the report of the Joint Committee of both Houses of Parliament on old age pensions (L.G., 1950, p. 1142), which recommended a contributory old age pension scheme under which the Federal Government would assume the cost of pensions of $40 a month without a means test to all persons 70 years of age and over.

Under the plan, the Federal and Provincial Governments would share equally in the cost of pensions of the same amount with a means test to persons between the ages of 65 and 70. The Committee pointed out that an amendment to the constitution might be necessary to give Parliament authority to impose a social security tax "earmarked" for the payment of old age pensions.

The amendment to the B.N.A. Act which has been agreed upon, unlike the amendment made in 1940 when the Federal Government took over unemployment insurance, makes no change in Sections 91 and 92 which set out the respective powers of the Federal and Provincial Governments. Instead, a new Section 94A will be added to the Act as follows:—

Old Age Pensions

94A. It is hereby declared that the Parliament of Canada may from time to time make laws in relation to old age pensions in Canada, but no law made by the Parliament of Canada in relation to old age pensions shall affect the operation of any law, present or future, of a provincial legislature in relation to old age pensions.

Following a resolution of both Houses of Parliament, a joint address was made to His Majesty the King, requesting that the Parliament of the United Kingdom amend the British North America Act to this effect.

Mr. St. Laurent indicated that as soon as the amendment had been adopted at Westminster, Parliament would proceed at the present session to pass the necessary legislation for the payment of pensions to persons over 70.

At the Dominion-Provincial Conference held last December (L.G., 1951, p. 8) it was agreed that a continuing committee of representatives of the Federal and Provincial Governments under the chairmanship of the Minister of National Health and Welfare should be called together as soon as provincial agreement had been reached on the constitutional amendment to consider what legislation would be appropriate as enabling legislation to deal with the group of people between the ages of 65 and 70. Accordingly, a meeting of the committee was called for May 23.

Prime Minister discusses human rights

Replying to a question in the House of Commons on May 21, the Prime Minister, Rt. Hon. Louis St. Laurent, stated that Government policy does not include a recommendation to Parliament, suggesting that a declaration of human rights and liberties be included in the constitution at this time.

Mr. St. Laurent said that such an addition would require "an amendment . . . to be made by the Parliament at Westminster, and this Government would not recommend an application for such action . . . without the consent of the provincial legislatures or governments." The Prime Minister explained that discussions are presently being carried on between the Federal Government and the provinces towards "the establishment of a satisfactory procedure to have future amendments to the constitution made by Canadian authorities here in Canada."

Explaining why the Government does not plan to initiate discussions on matters such as human rights, while the question of constitutional amendment was being discussed, the Prime Minister said:—

> While these discussions are proceeding this government does not intend to initiate discussions about a matter like that referred to in the question, which is apt to be quite controversial and might retard the solution of the question relating to the establishment of a satisfactory procedure to make future amendments here in Canada.

Speaking on the United Nations Declaration of Human Rights, Mr. St. Laurent said:—

> The Canadian government has already, through the affirmative vote of the Canadian delegation in the general assembly

of the United Nations, accepted the universal declaration of human rights as a general statement of principles to which we subscribe. Before the vote was taken on the declaration, the Canadian delegation stated that it had various reservations on details of the text. The head of the Canadian delegation added that certain important aspects of the declaration were within the field of provincial jurisdiction, and that in regard to any rights defined in the document the federal government did not intend to invade that field of provincial jurisdiction.

Now, since this universal declaration of human rights is not a legal document, the government does not propose to ask Parliament, in advance of the submission for signature of the proposed convention on the same subject which is now under consideration by the United Nations, to endorse the approval expressed by Canada through its delegation.

Early in May, a delegation of nearly 200, representing labour and other interested groups, interviewed members of the Cabinet and recommended that Canada should have a national bill of rights in its constitution; and that the Federal Government adopt an interim declaration of human rights modelled on that of the United Nations.

The delegation was received by the Prime Minister, Rt. Hon. Louis St. Laurent; Hon. Stuart S. Garson, Minister of Justice; Hon. L. B. Pearson, Secretary of State for External Affairs; and Hon. W. E. Harris, Minister of Citizenship and Immigration.

Increase in employment of physically handicapped

During the three-month period December 14, 1950, to March 14, 1951, a total of 3,028 jobs were found for physically handicapped persons by the Special Placements Division of the National Employment Service, as compared with 1,526 during the same period in 1949-50, according to a recent statement by the Hon. Milton F. Gregg, Minister of Labour.

"While this marked increase in placements is partly due to improved employment conditions this year," the Minister said, "it is also an indication of the steadily growing recognition by employers of the value of physically handicapped workers when placed in jobs which are matched with their remaining abilities or skills." The Minister pointed out that this trend may easily become accelerated with the increasing need for manpower in expanding defence industries.

The figures showed that a total of 10,970 placements of persons with disabilities were made by the Special Placements Division in the year ending December 14, 1950. A breakdown of this total showed that 8,089 of the jobs were for physically handicapped men and 2,881 were for women. Included in these figures were 2,960 placements of ex-servicemen and women with physical handicaps.

Of all the jobs filled by handicapped persons during the 12-month period, 421 were filled by men and 43 by women with amputations. Among the other placements were persons afflicted with paralysis, rheumatism, epilepsy, diabetes, defective vision, defective hearing, lung, heart or stomach ailments.

The Minister explained that not every person with a physical disability who applied to the National Employment Service for a job was considered handicapped. Those with a disability which did not prevent them from continuing their regular occupation were referred to jobs through the regular placement channels of the Employment Offices. It was only when disabilities prevented applicants from working at their regular occupations that they were referred to the Special Placements Division. Officials of the Division then studied each case and made an effort to place the worker in a position commensurate with his remaining abilities or skills.

The increasing number of placements made by the Special Placements Division constitutes an achievement which is the result of close co-operation between employers and employment officials, coupled with a careful matching of physical capabilities with the physical requirements of the job, Mr. Gregg explained. However, on March 15, 1951, there were still 8,831 handicapped men and women seeking employment through the National Employment Service, and while such a situation exists the Special Placements Division will not relax its efforts on behalf of those unfortunate enough to have a disability which prevents engagement in their regular occupation (L.G., April, p. 454).

The majority of the 8,831 handicapped persons registered as unplaced on March 15, 1951, were considered by Special Placements officers as immediately employable while the remainder, with specialized efforts, could take suitable occupations, the Minister concluded.

Downward trend in university enrolment

Enrolment in Canadian universities and colleges has been dropping gradually in the past three academic years due to the graduation of large numbers of student veterans who were in receipt of educational benefits from the Department of Veterans Affairs.

According to preliminary figures released by the Dominion Bureau of Statistics there were 68,000 students enrolled in the opening session of the 1950-51 term, including 7,000 war veterans in receipt of educational benefits. In 1949-50, enrolments totalled 74,503. The 1950-51 total, excluding the assisted veterans, was about 70 per cent higher than 10 years ago, when enrolment approximated 36,000.

Undergraduates enrolled in the arts and science courses—largest of the faculties—in the institutions reporting to the Bureau, declined to 28,363 in 1950-51 from 31,246 in the preceding academic year. In engineering and applied science, enrolments declined to 8,047 from 10,549, and in agriculture to 1,701 from 2,283. Enrolments in medicine were 4,395 against 4,284.

In commerce there were 2,857 undergraduates enrolled as compared with 3,457, in education, 1,893 against 1,898, household science 1,246 against 1,313, law 2,375 against 2,476, nursing 1,048 against 945, pharmacy 1,383 against 1,289, dentistry 968 against 1,095, and theology 921 against 1,090.

Post-graduate students in all courses in the reporting institutions were down slightly in 1950-51 to 4,417 from 4,501 in the previous session.

Changes in wages and hours in recent agreements

Results of a survey of 307 collective agreements signed during the first four months of 1951 are published elsewhere in this issue (p. 832). The survey shows the extent to which the agreements provided for changes in wage rates and hours of work.

It also gives information on 46 agreements containing "escalator" clauses providing for periodic wage adjustments in accord with changes in the official cost-of-living index.

Highlights of 1951 provincial labour legislation

A review of the legislation passed at the 1951 sessions of the provincial legislatures indicates wide interest in labour legislation and considerable progress in improving legislative standards.

A survey of the highlights of this legislation appears in the *Labour Law* section of this issue. Future issues of the Labour Gazette will contain the usual articles dealing separately with each province and giving a full summary of the labour legislation adopted at the 1951 session of each provincial legislature.

Workmen's Compensation Act of Newfoundland proclaimed

The Newfoundland Workmen's Compensation Act went into force on April 1, 1951. The Act, which was passed in 1950 to bring into effect a State system of collective liability on the part of employers, did not fix the scale of benefits payable under its provisions. A Workmen's Compensation Committee was appointed to work out the details of the administration of the Act. The three members of the Committee, Irving Fogwill, Clarence Hancock and John Maddigan, were recently appointed as members of the Workmen's Compensation Board, the former being named chairman. The scale of benefits payable has now been issued by 1951 amendments to the Act, which also increase the length of the waiting period and make certain other changes. The first regulations, issued under the Act on March 30, classify the industries covered by the Act in seven groups and exclude from its operation any establishment which employs fewer than three people (see p. 839 of this issue).

The benefits provided by the Newfoundland Act compare favourably with those fixed by most of the other provincial compensation Acts. If an injury results in the death of a workman, his widow will receive a lump sum of $100 and $50 a month until re-marriage or death and if the workman leaves children, an additional $10 a month may be paid for each child under 16. Orphan children under 16 will receive $20 a month each. A maximum of $125 is allowed for funeral expenses of the workman, and where the body has to be taken a considerable distance for burial, a further $125 may be paid.

A workman who is totally disabled is entitled to a weekly payment for life equal to 66⅔ per cent of his average weekly earnings. This payment may not be less than $65 a month unless the workman earned less than $65 a month in which case he will receive the full amount of his earnings. Where a workman suffers a permanent disability, the benefit is a weekly payment for life of 66⅔ per cent of the difference in his earnings before and after the accident. As in the other provinces, temporary total or temporary partial disability is compensated at the same rate as permanent total and permanent partial disability but compensation is payable only so long as the disability lasts.

In computing the workman's average earnings, $3,000 a year is the maximum amount which may be taken into account, the same amount as in Manitoba, Ontario and Saskatchewan.

The waiting period which must elapse before compensation is payable was increased from three to six days, that is, the workman must be disabled for more than six days in order to claim compensation from the date of the injury.

Labour asks for roll-back of prices

Continuing their campaign for price controls, representatives of the four national trade union centres in Canada wrote to the Prime Minister on April 26 asking the Government to roll back prices to the levels existing before war broke out in Korea last June. Such action, it was stated, would correspond with an order issued in the United States by the Director of Price Stabilization calling for similar price changes.

The letter was sent on behalf of the "Continuing Joint Committee," representing the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour, and the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, and was signed by Percy R. Bengough and A. R. Mosher as President and Vice-President of the Committee.

TLC action regarding certain affiliates

The Executive Council of the Trades and Labour Congress met in Ottawa recently and took action on several matters.

The Council decided that delegates representing the United Textile Workers Union seeking to attend TLC conventions, or conventions of any affiliated or chartered bodies, "will be required to satisfy officers in charge that they can comply with the Congress constitution before being seated." This decision, according to the *TLC News*, resulted from reports that no action had been taken by the UTWA following an investigation of the Canadian District, and certain District officers (L.G., Nov., 1950, p. 1781).

An appeal by Vancouver Civic Employees Local 28, against its suspension last December, was dismissed by the Executive Council (L.G., Jan., 1951, p. 11, and Feb., 1951, p. 154). The appeals of sixteen suspended members of the union were also dismissed. The *TLC News* said: "The Charter of Local 28 was suspended . . . on the grounds that the union had failed to be guided by the constitution of the Congress. It was further indicated . . . that the union's affairs were under Communist influence."

The Executive Council accepted into affiliation the Seafarers International Union of America (AFL). The SIU jurisdiction, covering "unlicensed personnel serving on ships plying on inland and coastal waters as well as out of deep sea ports," was "left vacant two years ago when the Congress expelled the Canadian Seamen's Union," the *TLC News* said.

Rubber company to require loyalty affidavit

According to the Canadian Press, Mr. I. G. Needles, vice-president of the B. F. Goodrich Rubber Company of Canada, said on March 13 that all new employees of his company would be required to sign an affidavit attesting that they are not and have never been members of the Communist party.

Mr. Needles said his company has no evidence of Communist infiltration among its 2,600 employees at present but will institute the affidavits to protect itself in wartime.

He said that his was a very essential industry in wartime.

Decline in income of Canadian farmers

Net income of Canadian farmers from farming operations in 1950—excluding estimates for Newfoundland—declined almost 10 per cent from the preceding year, and was approximately 12 per cent below the record high reached in 1948.

According to preliminary estimates released by the Dominion Bureau of Statistics, farm net income for the year was placed at $1,461,735,000 as compared with the revised 1949 figure of $1,615,834,000, and $1,650,699,000 in 1948.

Last year's decrease was the result of a substantial decline in cash income, a smaller value of income in kind, and a continued advance in farm operating expenses and depreciation charges.

Cash income from the sale of farm products for the year 1950 was estimated at $2,223,522,000, down nearly 11 per cent from the 1949 figure of $2,494,781,000, and income in kind at $337,311,000, was down four per cent from $349,483,000 in the preceding year. Farm operating expenses and depreciation charges were almost six per cent above the 1949 level, totalling $1,243,692,000 as against $1,174,406,000. Increases in the year-end, farm-held stocks of grain in 1950 more than offset a decline in year-end livestock numbers to give an overall inventory increase for the first time since 1942.

The physical volume of agricultural production in Canada in 1950 was higher

than in the preceding year, according to index numbers compiled by the Dominion Bureau of Statistics. The index for 1950, on the base, 1935-39=100, stood at 139·8 as compared with the revised figure of 122·5 for 1949, and the all-time high of 164·2 in 1942.

Marsh report on slum clearance in Vancouver

A report on a demonstration slum-clearance and urban rehabilitation project in a key central area in Vancouver has recently been issued by the University of British Columbia.

Dr. Leonard C. Marsh, of the School of Social Work and School of Architecture at the University of British Columbia, is the author of the report which is entitled *Rebuilding a Neighbourhood*.

The purpose of Dr. Marsh's "demonstration" study is to present an approach to the re-development of a particular slum area, which because of its location threatens "the whole future of town planning in Vancouver." Research into this problem was sponsored by the Vancouver Housing Association and by the University of British Columbia. Assistance was provided in the form of grants from the Central Mortgage and Housing Corporation and the City of Vancouver. It applies to an area in Vancouver selected as a suitable example for a large-scale project, but the various aspects of the study have been enlarged upon so that the report may be useful to other urban areas considering similar surveys.

Old Age and Blind Pensioners in Canada

The number of persons receiving old age pensions in Canada increased from 298,473 at December 31, 1950 to 302,173 as at the end of the quarter March 31, 1951.

The Federal Government's contributions under the Federal-Provincial scheme totalled $25,366,213.11 for the quarter ended March 31, 1951 as compared with $25,088,784.17 in the preceding quarter. Since the inception of the Act the Federal Government has contributed $734,007,060.97.

The average monthly pension in the provinces ranged between $34.38 and $38.34. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 11,198 blind persons as at March 31, 1951, as compared with 11,036 at December 31, 1950.

The cost of pensions in respect of blindness to the Federal Government was $995,702.78 for the quarter ended March 31, 1951 and $984,276.45 for the quarter ended December 31, 1950. Since the inception of the Act, the Federal payments have totalled $22,925,973.41. The average monthly pension in the provinces was between $38.13 and $39.46. With only three blind pensions in the Yukon Territory and the Northwest Territories, the average was $40.

Agenda for ICFTU Congress released

The Second World Congress of the International Confederation of Free Trade Unions will be held in Milan, Italy, July 4 to 12, according to the ICFTU Information Bulletin.

The agenda for the meetings includes the following items: resolutions submitted by affiliated organizations; the General Secretary's report; organizational and financial questions; the aims of free trade unionism and its struggle against the totalitarian menace; the role of labour in the international crisis; and the conditions for the establishment and maintenance of world peace.

The Trades and Labour Congress, and the Canadian Congress of Labour will both be represented at the Congress. Mr. Claude Jodoin, TLC vice-president, will represent that organization. The CCL will be represented by Mr. Pat Conroy, secretary-treasurer; Mr. J. E. MacGuire, National Secretary, CBRE; Mr. Silby Barrett, Director, District 50, UMW; and Mr. Fred Dowling, Canadian Director of the United Packing House Workers.

Twelfth session of ECOSOC

At its 12th Session, held in Santiago, Chile, from February 20 to March 21, the United Nations' Economic and Social Council adopted important resolutions dealing with forced labour and trade union rights.

Over strenuous objections voiced by delegates of the USSR, Poland and Czechoslovakia, the Council called for the earliest possible establishment of a committee to study "the nature and extent of the problem raised by the existence in the world of systems of forced or 'corrective' labour . . . employed as a means of political coercion or punishment . . . on such a scale as to constitute an important element in the economy of a given country."

The Ad Hoc Committee on Forced Labour will consist of five independent members to be appointed jointly by the

Secretary-General of the United Nations and the Director-General of the International Labour Office. It will examine the texts of laws and regulations and other evidence, and report its findings to both the Economic and Social Council and the Governing Body of the International Labour Office.

A joint Belgian-Swedish resolution, adopted by the Council established a procedure for dealing with complaints received from several labour organizations concerning alleged violations of trade union rights. Complaints against certain member-nations of the ILO (the Netherlands, Israel, Czechoslovakia, Argentina and Hungary) were forwarded to that body "for its consideration as to referral to the Fact-Finding and Conciliation Commission on Freedom of Association."

Action on complaints against the USSR and other non-members of the ILO was deferred. The USSR, which was asked by the Secretary-General in December, 1950, whether it would consent to having allegations against it investigated by the Fact-Finding Commission, was requested to reply "not later than the next session of the Council."

Spain, Roumania and Japan were informed of the complaints made against them and of the facilities of the Fact-Finding Commission available for the investigation of those complaints.

In the future, complaints concerning violations of trade union rights will be dealt with by the Council at any given session only if they are received by the Secretary-General not less than seven weeks before the first meeting of that session.

British coal industry reviewed

Speaking in London early in the year on results in the British coal industry in the four years since nationalization, the chairman of the National Coal Board, Lord Hyndley, said that a three per cent a year increase had taken place but that this was "not as good as the Coal Board had hoped. Last year was particularly disappointing because of the heavy fall in manpower. Nevertheless it was a solid achievement by the men of the industry."

By the end of 1950, the average manpower of the industry had fallen back to the same figure as just after the war—697,000, but it was more efficiently deployed, he observed. With the same overall manpower, the industry produced 13 per cent more coal in 1950 than in 1946.

The following figures for the four years under review and for the last year before nationalization show the steady increase in the output in tons per man-year which has taken place:—

1946	1947	1948	1949	1950
260	263	273	282	293

The percentage of absenteeism in these years was:—

1946	1947	1948	1949	1950
16	12½	11½	12½	12

While the basis of computation after 1948 is not exactly comparable with earlier years, the following figures indicate the rise that has taken place in the average weekly earnings of all employed in the mines:—

1946	1947	1948
£6 3s. 2d.	£6 18s. 9d.	£8 3s. 10d.

1949	1950
£8 14s. 7d.	£8 19s. 2d.

Reporting on accidents and safety, the chairman stated that in 1950, 493 men were killed in mining disasters, compared with 460 in 1949. The 1950 figure, however, included two major disasters.

Unofficial strikes during 1950 caused a loss in output of 850,000 tons. This figure represents less than one-half of one per cent of the total output and is the lowest on record since nationalization, he said.

Referring to welfare, the chairman reported that 21 new pithead baths, "the largest single item in welfare," were opened and two extended, providing accommodation for 18,500 more men. There are now 413 pithead baths to accommodate 478,700 men. At the end of the year 54 more baths and one extension were being built.

In his statement, Lord Hyndley gave the first news of a new colliery to be opened by the Board, in Staffordshire. Full output from the pit, he said, would not be reached until 1963, but it was expected to start raising coal in 1957 and to build up steadily towards 1½ million tons a year. Provision would later be made for an increase to two million tons.

Study of wartime wage stabilization in U.S.A.

The United States' experience in the settlement of labour disputes and the stabilization of wages during World War II is the subject of an extensive study by the U.S. National Security Resources Board, published in a 400-page report entitled *Problems and Policies of Dispute Settlement and Wage Stabilization During*

World War II, and issued by the Bureau of Labour Statistics, U.S. Department of Labour.

The report points out that from the early stages of the emergency and throughout the war, the cornerstone of the Government's industrial relations policy was "voluntarism"—the acceptance by labour and management of restrictions on their freedom of action in industrial relations. This principle greatly assisted in eliminating the danger of a production program crippled by serious work stoppages.

Another basic principle was "tripartitism". The authors of the bulletin agree that the joint participation of labour and management with the Government in the establishment and administration of the dispute-settling machinery was essential to the success of the voluntary approach. In their opinion, it "contributed greatly to the realism of the decisions reached, to the fairness with which the boards operated, and consequently to the general acceptance of their decisions."

Perhaps the most important decision regarding the character of the wage program was that a wage freeze would not be imposed. In place of a freeze, the program called for a series of more or less flexible limits for various elements in the wage-rate structure. Some limits, such as the "Little Steel" formula, were held very tightly. Others were extended from time to time to cope with the inevitable pressures from unions and employers. By being flexible on the "fringe" adjustments, the Government was able to hold the main line on wage rates. A rigid program could not have been maintained in the light of the inequities which were in existence at the time that stabilization was started or which were created by the dynamics of the war situation.

The decision to separate wage controls from price movements also affected the character of the program. Wages were not adjusted automatically as the cost of living rose or fell, unlike the practice in most other democratic countries.

Since wages are among the most important features of industrial dispute, another main decision was to link administratively wage stabilization with dispute settlement machinery. On the other hand, there was a division of administrative responsibility for wage and price stabilization between the National War Labour Board and the Office of Price Administration. For wage cases involving price increases the Director of Economic Stabilization acted as arbiter. This division was preferable as uniformity in the application of wage policy would not have been possible if the NWLB had been influenced by price considerations, the report states.

On the United States' experience, the authors comment: "We have concluded that, in general, the basic objectives—minimizing of work stoppages and the control of wages as part of general economic stabilization—were adequately achieved. We have also concluded that the joint participation of union and management representatives with the Government in the formulation and administration of the wartime labour program contributed greatly to the realism and fairness of the decisions reached and to their general acceptance. The program did not work perfectly. There was a considerable number of work stoppages, some of which were the result of weaknesses in the administrative machinery. A small number of companies or unions defied Board orders, requiring Government seizure of the establishments involved. Wage stabilization controls were adopted somewhat later than was economically desirable. Particular wage policies, such as the initial approach to the correction of interplant inequities, were too loose. Tripartite administration of the enforcement policy tended in some areas to be lax. Case processing was often unduly delayed. Co-ordination between the labour boards and other branches of the Government sometimes functioned poorly.

"But even if errors had been avoided, the results would have been considerably less than perfect. . . . Under the conditions prevailing during World War II, we have concluded that the policies adopted by the Government were reasonably successful in achieving this balance—with a minimum amount of compulsion and with a high degree of respect for the tenets of a democratic society."

President Truman asks for wider economic controls

On April 26, President Truman sent a message to the United States Congress asking for extension and strengthening of the Defence Production Act of 1950 (L.G., Oct., 1950, p. 1662). The present Bill expires on June 30, 1951.

President Truman's message asked that the Act be extended for two years, and that all of its present provisions and some new and stronger ones be included.

In his message, Mr. Truman outlined what he believed to be "the more important amendments" as follows:—

> Authorize the Government to build and operate defence plants, where necessary, to produce essential materials and equipment.

Permit the use of differential subsidies to obtain essential production from high-cost sources of supply without increasing price ceilings.

Provide for controls over credit on existing housing, and regulation of speculative trading on commodity exchanges.

Allow the parity price for each farm commodity as of the beginning of its marketing season to be used for price control purposes throughout the marketing season.

Provide stronger means to enforce price control regulations.

Authorize effective control over both residential and commercial rents, wherever needed to stabilize the cost of living and the cost of doing business.

These measures would become necessary in the Fall and Winter when the economy would "be hit by the full impact of military production," he said. At the same time the supply of civilian goods would be less, but the demand greater because "military spending will be putting still greater buying power in the hands of the public."

Mr. Truman said that as a result, inflationary pressures would be even greater than at present, and "if . . . it becomes evident that we need further legislative action to assure that our goals are met, I shall make further recommendations to the Congress."

President's Committee holds Conference on handicapped

A one-day meeting of the President's Committee on National Employ the Physically Handicapped Week was held in Washington on May 4. The main theme of the Conference was mobilization of the handicapped.

Several prominent industrial, labour, and government officials addressed the meeting, and highlighted several important facts and developments in relation to successful rehabilitation of the handicapped. Notable in this respect is the fact that through arrangements by the President's Committee, handicapped workers are fully covered by insurance in the same manner as any other worker.

Mr. John A. Stephens, representing the United States Steel Corporation, emphasized two important facts: (1) there should be special training of supervisors in industry who have handicapped persons under their charge; and (2) industry as a whole should co-operate by outlining job classifications in their particular industry which can be filled by certain types of handicapped persons.

The CIO program on the employment of the handicapped and aged was outlined by Mr. Frank Fernbach of the CIO. He emphasized his belief that current high spending on defence should not be the cause of cutting down expenditures for rehabilitation work. He pointed out that the handicapped provided a source of manpower for defence production, and estimated that a speeding up of the rehabilitation program would add two and one half million more people to the working force.

The Conference suggested that publicity dealing with the handicapped should be aimed at telling prospective employers of the advantages of hiring handicapped people.

The Canadian Government was represented at the Conference by Dr. K. C. Charron, Department of National Health and Welfare, and Mr. G. R. Carroll, Industrial Relations Branch, Department of Labour.

U.S. survey of employee-supervisor relations

The Survey Research Centre of the University of Michigan has recently completed the first study of a survey designed ". . . to find out some of the psychological factors related to group productivity."

The study, *Productivity Supervision and Employee Morale,* had three objectives: "(1) to discover the casual conditions making for a high level of group performance; (2) to discover the casual conditions making for a high level of group morale and of satisfaction of individual morale; and (3) to determine the specific techniques for applying the general principles of group motivation and morale to particular functions."

The initial report is the result of research undertaken in the home offices of the Prudential Life Insurance Company. Two large departments of the company, organized on the same pattern, were chosen. The researchers studied the differences in work output between employees doing similar work, and the relation of this output to supervisory values and practices, and employees' attitudes.

The survey divided supervisors and employees into two groups, low production (low work output) and high production (high work output).

The conclusion drawn by the survey was that productivity differences were "primarily a function of supervision and management." It was found that supervisors of high production groups were allowed greater freedom of action by their own superiors. They allowed their staffs a voice in making decisions, and were more inclined to supervise than to actually engage in straight production work.

Supervisors of lower producing groups differed from the higher producing supervisors. The survey found:—

> Evidently, lower production supervisors are so immediately concerned with the goal of production that they try to reach it by what seems to be the most direct route. They appear to lack understanding of the best means of achieving high production through the use of their own time in effectively motivating their own employees. High producing supervisors, on the other hand, assume that the best way of attaining high production is to motivate their employees by enlisting their identification with the work to be done and by giving them a feeling of responsibility.

The matter of employee criticism of company policy was also investigated. The report said:—

> The assumption is often made that criticism of company policy is a sign of low morale and worker disaffection. This assumption must be qualified, however, to take into account both the nature of the criticism and its source.

Mentioning a rating system which had drawn fire from employees the report noted that this system had already been recognized by the company as a problem meriting thorough examination. "It is significant, therefore, that the higher producers were more critical of this system than the low producers," the report stated, adding:—

> The source of criticism is also an important factor to consider. When criticism comes from the better motivated, higher producing employees, it cannot be dismissed as the general negativism of disaffected people.

Several other interpretations were drawn from the findings of the survey. It would appear that people are more effectively motivated with regard to their work, when they have some freedom in the manner in which they are allowed to do it, than when each step is laid out in advance by the supervisors. If they are allowed a share in the decisions to be made, they perform better work, and respond more adequately when they feel that they are treated as individuals and not as cogs in the company machinery. The survey concluded that "when the individual comes to identify himself with his job, and with the work of his group, human resources are much more fully utilized in the production process."

The report stressed that these findings were not to be treated as generalizations applicable to all types of production situations; but rather the findings of the first of a series of reports. Generalizations would have to wait until the complete study is finished, the survey said. The findings "may be limited by the type of production-situation in the Prudential Company, where work methods are very well standardized." However, it is also possible, that even under circumstances "where supervisors have considerable freedom with respect to work-methods, emphasis upon employee motivation can improve productivity."

President Truman reconstitutes Wage Board

On April 21, President Truman issued an executive order reconstituting the Wage Stabilization Board, which had ceased to function in February, following withdrawal of labour representatives from it and other United States mobilization agencies.

The reconstitution of the Wage Board marked the end of the ten-week boycott of mobilization agencies by the United Labour Policy Committee, which acts as spokesman for the AFL, CIO, and the Railway Labour Executive's Association.

According to the Monthly Labour Review of the United States Department of Labour, the boycott was the result of labour's "dissatisfaction with political and economic aspects of the administration of defence mobilization." A declaration issued by the United Labour Policy Committee had asked for "equality of sacrifice . . . (and) equality of representation . . . (in defence agencies) . . . for the major groups in our economy."

A more immediate cause of the boycott was disagreement over the amount of increases to be allowed under the wage freeze declared on January 26. At that time, the Wage Stabilization Board by a vote of 6 to 3 (with labour members dissenting) approved a policy allowing general wage and salary increases of 10 per cent above levels of January 15, 1950.

Press reports indicated that labour members had requested a 12 per cent increase above levels prevailing in June, 1950. Under the regulations, so-called "fringe" benefits already granted were excluded, but any future benefits of this type would be taken into account. It was further ordered that existing escalator clause adjustments would only be allowed within the 10 per cent ceiling. Under the new settlement, the whole problem will be studied by the Board. An increase above the 10 per cent ceiling was granted to railway employees, and news stories have indicated that the rigid pattern established in the wage freeze order will be relaxed in other cases.

The new Wage Board, an eighteen-man agency, was suggested to the President by the National Advisory Board on Mobilization by a twelve to four vote of its members (industry members dissenting). The Mobilization Board was established by

President Truman on April 5, after labour had accepted membership. The Board is composed of seventeen members, four each from labour, industry, agriculture, and the public. The Chairman of the Board is Charles E. Wilson, Director of Defence Mobilization. It is responsible directly to the President, and will advise him on policy regarding defence mobilization.

Dr. George W. Taylor, former chairman of the War Labour Board, was named as temporary Chairman of the Wage Board which is composed of six members from each of labour, industry, and the public. The executive order established the Board's power:—

> To assume jurisdiction of any labour dispute which is not resolved by collective bargaining or by the prior full use of conciliation and mediation facilities and which threatens an interruption of work affecting the national defence, where (*a*) the parties to any such dispute jointly agree to submit such dispute to the board, or (*b*) the President is of the opinion that the dispute is of a character which substantially threatens the progress of the national defence and refers such dispute to the board.

Labour members named to the new Board by Mr. Truman were: Harry C. Bates and W. C. Birthright, AFL vice-presidents; Elmer E. Walker, vice-president IAM; Emil Rieve, CIO vice-president; John Livingston, UAW vice-president; and Joseph Bierne, president of the Communications Workers of America.

The other members of the Board are: *Public:* Nathan P. Feinsinger, William M. Hepburn, Frederick H. Bullen, Clark Kerr, and John T. Dunlop. *Industry:* Milton M. Olanda, Alexander R. Heron, Richard P. Doherty, Henry B. Arthur, J. Ward Keener and R. B. Robertson.

Australian Workers' Union plans affiliation with ICFTU

The sixty-fifth annual convention of the Australian Workers' Union was held in Sydney from January 23 to 25 and January 30 to 31. Delegates from all states of the Commonwealth attended the debates.

In his annual report to the convention, the general secretary, Mr. T. Dougherty, reported on a tour which he and other labour leaders from New Zealand made in United States as guests of the American Federation of Labour. The purpose of the tour was to study that country's labour movement and institutions.

Regarding co-operation among the world's free trade unions, Mr. Dougherty stated: "My talks while in America with leaders of free trade unions from European and Asian countries who are affiliated with the ICFTU (International Confederation of Free Trade Unions) has satisfied me that the ICFTU is truly an international trade union organization working in the interests of the less fortunate people, for lasting world peace . . ." Later in the convention, the Union adopted a resolution that the executive council together with the president and secretary "do everything possible to bring about an affiliation with the International Confederation of Free Trade Unions."

Other resolutions which were adopted concerned stricter price controls, protection of the right to strike, conscription, political action and working conditions in the pastoral industry. The delegates were addressed by the president, Mr. H. O. Davis, and by two guest speakers, Dr. Evatt, acting leader of the federal Australian Labour Party and Mr. Kenneally, general secretary of the ALP.

Credit unions in U.S.A. increase

In the last 18 months, operating credit unions chartered by the United States Government have increased both in number and members. The report of the Social Security Administration, under which chartered credit unions operate, shows that from 1948 to the end of the fiscal year, June 30, 1950, the number of associations grew from 4,058 to 4,775, and memberships from 1,628,399 to two million. Assets increased from $258 million to $363·2 million.

Membership of Indian trade unions increases

At the end of March, 1949, there were 3,150 registered unions in the eleven States (formerly Provinces) of India, the December issue of the *Indian Labour Gazette* reports. This is an increase of 374 over the number of unions in March, 1948.

Information received by the Indian Ministry of Labour concerning membership was submitted by 1,848 unions and it shows a total membership of 1,960,107 at the end of the year under review as against 1,662,929 shown by 1,628 unions in the previous year.

The average membership of trade unions, the *Gazette* stated, was 1,061 in 1948-49. The proportion of women members has gradually increased from 1·2 in 1927-28 to 6·2 in 1947-48; in 1948-49, it was 6·1. The number of women members during the last-mentioned year was 119,355 as compared with 102,299 in 1947-48.

Among workers' organizations, transport (including railways and tramways) accounted for 11 per cent of the unions and about 28 per cent of membership. Textiles represented 12 per cent of the unions and 24 per cent of the reported membership. The seamen's unions showed the highest average membership, that is 4,612.

As for frequency distribution of registered trade unions according to membership, the model group was that of a membership of 100 to 299; this group constituted 30 per cent of the unions and five per cent of the total membership. Unions having a membership of less than 100 accounted for 25·6 per cent of the total number of unions but only 1·3 per cent of the total membership of 20,000 and over but these unions represented 30 per cent of the total membership.

There were 19 federations of trade unions on the register at the end of the year under discussion, two more than the previous year. The Textile Labour Association (Ahmedabad) alone accounted for 82 per cent of the total income of the federations (Rs. 398,817) and 79 per cent of the total expenditure (Rs. 290,526).

NATIONAL ADVISORY COUNCIL ON MANPOWER: SECOND MEETING

The second meeting of the National Advisory Council on Manpower was held in Ottawa on May 18 and 19. The following is a report of the proceedings.

Under the joint chairmanship of Arthur MacNamara, Deputy Minister of Labour, and Norman Robertson, Clerk of the Privy Council, the National Advisory Council on Manpower held its second meeting in Ottawa on May 18 and 19. It discussed various aspects of the manpower situation and related matters, and made several important recommendations.

The two-day meeting was opened by the Hon. Milton Gregg, Minister of Labour. Mr. Gregg reported that many of the recommendations made by the Council at its first meeting (L.G., March, 1951, p. 311), had been acted upon. The Council heard from the Rt. Hon. C. D. Howe, Minister of Defence Production and Trade and Commerce, who discussed the defence production program and its relationship with the demand for manpower. The Hon. Brooke Claxton, Minister of National Defence, also spoke; he outlined the long and short term manpower requirements of the Armed Forces. Several officials of the Department of Labour and the Unemployment Insurance Commission made reports on such subjects as the current manpower situation, the records of technical personnel, and the system of voluntary labour priorities.

National Registration

Following a report by the Deputy Minister of Labour, the Council decided that a national registration was not needed at the present time. It recommended, however, that the Department of Labour should proceed with the advanced planning for a registration, so that one could be held at short notice if an emergency made it necessary.

Mr. MacNamara's report, which was based on a study of all aspects of the question, contained the following conclusions:—

1. The statistics on manpower now being collected regularly, and the data provided by the census to be taken in June will be quite sufficient for the planning and allocation of manpower under present circumstances;
2. Even a greatly expanded preparedness program might not require a national registration, although registration of specific occupational groups at appropriate times might be necessary to obtain information for specific purposes;
3. A national registration should be held if it becomes apparent that the risk of war has substantially increased or that other events have occurred to justify such action; in any event, planning should be based on the assumption that a general registration will be held if war breaks out;
4. Such a registration, in addition to its manpower uses, would be valuable for security purposes and, to a limited extent, for commodity rationing and civil defence.

During discussion on the subject, the Council was told that the manpower requirements of the preparedness program

as currently visualized present no problem which would warrant or necessitate a national registration of manpower. It was repeatedly emphasized that a registration should be held as close as possible to the time when the information obtained would be used. The information provided by a registration, it was pointed out, quickly becomes out-dated due to changes of address and other particulars.

The Manpower Situation

In his informal statement and the discussion which followed, the Rt. Hon. C. D. Howe told the Council that, in general, defence industries were not at the moment having serious difficulty in recruiting essential manpower. The overall manpower situation was "tight", however, and would continue to be during the remainder of the year.

Mr. Howe stated that reports of industries "cutting back" production due to shortages of materials were grossly exaggerated. Some of the cut-backs have been caused by overstocking.

The present situation, Mr. Howe pointed out, was vastly different from that existing in World War II—the demands now were limited whereas then they were almost unlimited. At the present time, the pressure for top production was mainly restricted to the industries manufacturing aircraft, ships, electronic equipment and certain types of guns, and to the construction of certain types of military establishments. There were large scale defence-supporting activities, however, which would extend the demand for labour. These included the iron ore developments in Northern Quebec and Ontario, large aluminum projects in Quebec and British Columbia, and the program of developing other strategic mineral resources.

Although there would be some shifting of labour from civilian industry to defence industry, the Government was making every effort to keep both sides of the economy in balance. No one knew when a war might come, Mr. Howe said. Since we might face the present situation for ten years, we must be prepared for either a long period of defence without war, or for war if and when it comes.

The Council also heard a report on the current manpower situation based on evidence of supply and demand recorded by the National Employment Service. Presented by Mr. George V. Haythorne, Director of the Economics and Research Branch of the Department of Labour, this report outlined the manner in which the situation had changed since the first meeting of the Council. "Labour shortages", the report states, "although still largely confined to skilled metalworking and related trades, have become more evident in a number of areas across the country. There is at present no general manpower shortage, but there is little doubt that the labour supply situation will become tighter during the next few months."

Armed Forces Requirements

In describing the manpower program of the Armed Forces, the Hon. Brooke Claxton dealt with the overall picture and, more specifically, with officers, professional and scientific personnel, tradesmen and women. The armed forces, he pointed out, had increased by 28,000 or 60 per cent since the first of June, 1950. In the current recruiting drive for the 27th Infantry Brigade, over 7,000 men had applied for enlistment; of these, over 4,000 had already been enrolled. The Government, he said, desired to maintain a continuous flow of recruits into all three services.

Rehabilitation of the Physically Handicapped

Following Mr. Claxton's statement, the Hon. Milton Gregg told the Council that the program of co-ordinating rehabilitation services would get under way early in the Autumn. He announced that, in accordance wtih the recommendations made in February by the National Conference on Rehabilitation of the Physically Handicapped (L.G., April, 1951, p. 454), a National Advisory Committee would soon be set up to continue the work of the Conference. The Department of Labour has requested the provincial governments, organized labour, employers' organizations, medical groups and voluntary organizations working in this field to nominate members of the Committee. The Government, Mr. Gregg said, will shortly appoint a full-time co-ordinator.

Voluntary Priorities

At its meeting in February, the Council had advised the Government to develop a plan whereby firms engaged in essential activities could be given preference in the referral to jobs of men and women applying for work at the offices of the National Employment Service.

In a report presented by Mr. W. K. Rutherford, Director of the Employment Service, the Council was told that their recommendation in this regard had been acted upon. An interdepartmental com-

mittee, composed of representatives of the Departments of Labour, Trade and Commerce, and Defence Production, and the Unemployment Insurance Commission, had been established, had arranged to obtain the necessary information on defence contracts and essential undertakings, and would determine the firms which would be given priority in the referral of workers.

Mr. Rutherford's report described the system as follows:—

> Firms will be given this preference for the particular plants actively engaged in defence contracts or in other essential undertakings. Before any preference is given, each project is carefully investigated to determine the national importance of its operations.
>
> It is understood that officers of the employment service have no power to compel workers to accept employment with specific firms or employers. Nevertheless, . . . jobs and activities given a preference will be offered to suitable workers . . . (who will be) . . . counselled to take these jobs. . . .
>
> It is emphasized that while assistance will be given to preferred employers . . . . employers must co-operate in every way in making the employment conditions reasonably attractive if the channelling of workers through counselling is to be effective.

Records of Technical and Scientific Personnel

Members of the Council were told that the Department of Labour was quickly proceeding with the plan, endorsed by the Council at its first meeting, to bring up to date the records of an estimated 60,000 Canadian architects, engineers and scientists.

It was stated, in a progress report on the plan, that all persons known to belong to the technical and scientific group were being asked by means of a questionnaire to record any changes in their training, qualifications or address. Assistance in this work had been obtained from professional associations.

The report also indicated that some 60 per cent of the persons to whom questionnaires had been sent had already replied, and that preparations were well advanced for analysing the information received.

Mobility of Labour

In a discussion on labour mobility, it was suggested to the Council that transportation expenses be advanced to persons unable to find work in their home areas, so that they might take jobs elsewhere. The Council agreed that the Unemployment Insurance Commission should make a study of this suggestion.

Members of the Council again emphasized that, in order to minimize the need for special measures to increase labour mobility, orders for defence production should be placed, wherever practicable, in locations where labour was available. If the defence production program were to be carried out with as little disruption as possible, this procedure was highly desirable.

Vocational Training

The Council examined the possibility of a greater output of tradesmen, especially in those categories where skills would be in greatest demand by defence industries and the Armed Forces. It recommended that vocational training facilities be expanded to the maximum; that a survey of equipment in vocational schools be made; and that ways of using training facilities now existing in industry be investigated.

It was pointed out to the Council that, by making funds available for vocational training facilities throughout the country, the Federal Government in recent years had stimulated provincial and municipal programs for the expansion of vocational training. Up to March 31, 1951, a total of 113 building projects for training purposes had been approved for financial contributions by the Federal Government. Of these, 78 had been completed and were in operation at that date, and 16 were under construction. The completion during the last fiscal year of 14 new vocational schools had brought the total of such schools operating in Canada to 191, as compared with 92 in 1944.

This expansion of facilities is important, it was pointed out, for of 12,000,000 mandays of training provided under the War Emergency Training Program in World War II 75 per cent was given in municipally or provincially-owned premises.

During the vocational training discussion, it was pointed out by Mr. Rhys M. Sale, President of the Ford Motor Co. of Canada, and by others representing employer groups, that in many manufacturing plants there were efficient and fully equipped training divisions in operation. The Council recommended that a survey of these plants be made with the object of entering into a mutually satisfactory arrangement with the management for an extension of the use of training facilities.

FACTORY INSPECTION IN GREAT BRITAIN

The Chief Inspector's Annual Report for 1949 shows that the accident rate fell from 40 per 1,000 employees in 1944 to 26 per 1,000 employees in 1949 but that there were still 192,982 accidents of which 772 were fatal.

Extensive changes in working conditions have resulted from new industrial processes and the introduction of mechanical handling devices.

Considerable progress was reported in making factories cleaner and more cheerful.

More workers had access to canteen facilities and more made use of them.

The standard work week remained at 44 hours and 5 days with considerable overtime worked in many factories.

The Chief Inspector of Factories emphasizes the concentrated effort of the factory inspection staff made necessary by the full employment policy and the dollar export drive. No major legislative changes were made during the year but as a result of two inquiries held under the Act, the Pottery (Health and Welfare) Special Regulations (1949) and Draft Blasting (Castings and Other Articles) Special Regulations were issued. A wide and growing interest in working conditions in industry was evident and reports of Inspectors indicate that industrialists generally are paying greater attention to the safety, health and welfare of their workers, and increasing demands are being made on the Inspectorate to advise on conditions in factories. An unsatisfactory type of industrial premises, especially in the smaller factories, is only but slowly disappearing. Inspectors have used their powers to issue certificates of unsuitability where conditions have been unsatisfactory.

Industrial Development

The expansion of industry during 1949 and the introduction of new processes have brought with them special problems of health and safety. Other changes, particularly the introduction of mechanical handling equipment, tended to remove hazards. The Chief Inspector discusses outstanding instances of changes in working conditions due to industrial developments. New chemical processes in the oil refineries, in factories making chemicals such as industrial solvents, synthetic detergents, etc. from oil, and in factories making the new materials for the plastic industries, bring risks of gassing and explosion, because large quantities of liquid chlorine, ammonia and acetylene are used in these processes. The fact that no major explosion or gassing accident occurred during the year is a tribute to the care taken by the firms concerned. The Factory Department was asked to assist in many instances when the plants were being designed.

Several instances are cited of changes which show how mechanization can greatly assist in improving conditions quite apart from rendering them less arduous. At a gas works a new coal and coke handling plant, a coke screening and storage plant, an ash handling plant, and a producer gas dilution plant are all completely mechanized.

In the pottery industry, one large firm has installed a compulsory new system of calcining flint, in which the whole process, from loading the raw flint into the hoppers to the emergence of the slop flint used at the factory, is fully automatic and dust free. "The District Inspector reports that no greater contrast can be imagined than that between this process and flint calcining in the typical old-fashioned potter's mill with its high incidence of silicosis."

An effective substitute for hand labour in another process in the pottery industry was observed in the decoration shops:—

> One of the most laborious jobs done by women in the decoration shops is transferring, where considerable muscular effort is required to rub the transfer on to the article which is to be decorated. Several potteries have adopted the Wedgwood Pressure Cabinet. This consists of a metal cupboard capable of withstanding air pressure. A number of articles of ware with transfers in position are placed

in the cabinet, which is then closed, and a pressure of 20-25 pounds introduced. After a few seconds pressure is released, and the ware removed with the transferring operation complete.

After discussing several other schemes for modernization of plant and methods, the Report warns that the replacement of one machine or a few isolated machines in the system may effect but little improvement, "for so often the output of the plant as a whole is determined by the speed of the slowest machine."

> Much machinery has a long life and in many factories machines up to 50 years old are to be found. Such machines, although probably representing the latest practice at the time of purchase, have a performance appreciably below that of their modern counterparts. It is therefore necessary in many cases, if efficiency is to be achieved, to replace machines according to production groups in which the units are matched to keep pace in the production line. Where such considerations prevail, mechanical handling can often be introduced as between machine and machine with benefit to the worker by reducing the risk of accident and fatigue.

In the building industry there is a strong tendency for the use of machinery and greater economy in manpower even among small builders. The advantages of mechanical transport both horizontal and vertical is tending to lead to the development of a special mobile crane to serve the purpose of both tractor and hoist.

Mechanical handling devices in the brick-making industry have resulted in a great saving of manpower as well as considerable reduction in accident risk. A chamber containing 76,000 bricks can be emptied with mechanical equipment by two men in about eight hours, a task which formerly occupied four men, using barrows, for about two days. With the new method of handling there is little dust in the air of the kiln because there is no disturbance of dust on bricks, and the two men operating the mechanical equipment spend less time in the hot kiln than if they were using barrows, and hand injuries from falling bricks should be greatly reduced.

A gradual substitution of cellulose nitrate film by less combustible material is taking place, so that the serious risk which exists wherever photographic film of the highly inflammable type is handled or stored will ultimately be removed. Developments in film manufacturing are tending to eliminate the differences in performance of the two materials.

Cargo ships since the war are being equipped with derricks and gear of greater lifting capacity. It is now common to find a 50-ton derrick at the main hold of cargo liners.

> This development serves to focus attention on the necessity for derrick testing, examination and inspection being carried out thoroughly, and by those well able to assess the loads and stresses to which the winches, derrick booms and their gear will be subjected to use.

New methods of testing castings and forgings are bound to make for greater safety in engineering operations. In addition to proof loading tests, detection of cracks by magnetic, fluorescent and ultrasonic methods are among the means now available to engineers for the purpose of ensuring sound castings and forgings.

The Chief Inspector goes on to speak of developments relating to ultrasonics which are of special interest to the Factory Department. The non-destructive testing of materials is a sphere in which ultrasonics has great possibilities and some applications are already in use, e.g. for the on-site testing of welds for possible flaws, as in an all-welded steel structure of a large factory under construction.

> This type of work is based on echo technique not unlike depth sounding and radar. Pulses are applied to the material under test and, as in radar, reflections received in the intervals between the transmitted pulses are shown on the cathode ray tube.

Non-metallic objects such as rubber tires may also be tested by ultrasonic methods. The precipitation of dusts, or even fogs, and the sterilization of food are some of the varied processes in development.

Industrial X-ray sets of higher power are being introduced, and the use of fluoroscopic X-ray sets is extending. A lighter touch in the Report is the description of

> an interesting installation recently for the Christmas trade of a 100 KV. set for the examination of Xmas puddings, passing through the machine on a conveyor belt, for the presence of stones and similar foreign matter which are sometimes present in the currants and may escape the normal washing and cleaning which this fruit receives before incorporation in the puddings.

Radioactive materials are still being used in static eliminators, and radio silver, one of the new isotopes becoming available from the atomic piles at nuclear energy factories, is being used for the reduction of the fog marking of nylon which occurs at certain parts of the machine when the nylon spinning machine is left standing at nights or weekends. The necessary precautions to protect workers at the looms from radiation have been worked out in

collaboration with the British Cotton Industry Research Association at the Shirley Institute. An effort is being made to replace the radium in the static eliminators by another new radioactive isotope, radio thallium, which is cheaper and would also reduce the radiation hazard.

Material for electrical installation work was more readily available during the year and overdue renewals and renovation, replacement of temporary work, and in some cases, the institution of periodic testing, were noted.

> There are places, however, where managements who have found that wartime expedients seem to work reasonably well are quite content and accept breakdowns, cuts in supply and a few minor electric shocks as customary in electrical service. Others assume that their installations possess everlasting life, although allowances for wear and tear are duly made for mechanical equipment. When failures occur a few wires are strung up overhead to the nearest fuseboard, seldom including an earth wire, and service is resumed—the question of repairs being left until somebody has time.

An increase in the number of electrically caused fires in the last fifteen years from about 8 per cent to 16 per cent emphasizes the need for a higher standard of safety.

The requests by occupiers for dust estimations increased during the year. The processes in which dust estimations were carried out included newspaper printing, cutlery polishing, asbestos spraying, the cleaning of metals, and cotton spinning.

Foundries

Inspectors reported steady progress in the implementation of the recommendations of the Joint Advisory Committee on Conditions in Iron foundries, not only in the larger establishments but in many small and jobbing foundries. A new technique for estimating the amount of dust in foundry atmospheres was developed by one of the Engineering Inspectors of the Factory Department, and a team led by one of the Medical Inspectors of Factories completed a medical survey of silicosis risks in iron and steel foundries which has been recently published *(Industrial Lung Diseases of Iron and Steel Foundry Workers)*. The Report shows that nearly all categories of foundry workers are liable to inhale dust which produces abnormal X-ray pictures of the lungs, some of the abnormal shadows representing actual lung fibrosis, others merely indicating deposits of iron oxide which does not cause fibrosis. The study assesses the risk of silicosis in the various types of foundry work. The incidence of active tuberculosis found in the survey was no higher than in the general population.

A summary of improvements made or planned shows progress in cleanliness, particularly in the whitewashing or painting of walls, and the use of vacuum cleaners or brushing down methods. Concrete floors are coming into greater use, and better arrangements for moulding boxes, loom plates, frames, etc. not in actual use are helping to prevent congestion. General improvements have been noted in the heating of foundries, and the coke brazier has been gradually disappearing. Improvements in natural lighting are reported through the use of glass roof lights, patent glass ventilators and use of transparent plastic roofing sheets. Progress in the colour painting of interiors is bound up with the suppression of dust, fume and smoke. In mechanized foundries where there is dust and fume control, colour decoration is becoming common practice; in non-mechanized foundries where the maintenance of clean surfaces is a problem, regular brushing down or washing is necessary to preserve the effect if colour is used. The general tendency is towards use of bright colours rather than pastel shades. One report describes a foundry where bright colouring has been applied as having "blue steelwork and roof, sun yellow walls and orange doors, windows and cranes."

Suitable washing facilities are being installed, particularly in the larger foundries. Supervision to keep ablution blocks clean and tidy is being found advisable.

> No matter how good washing facilities and showerbaths may be, the opinion is expressed that they will not be used fully unless there is an attendant in the larger installations and suitable and convenient facilities for changing clothes are provided. The rooms must be adequately heated and the floor must be properly covered; duck boards are not popular, coconut matting is preferred.

Along with bathing facilities, good clothing accommodations is being provided, "usually consisting of two lockers per man, one for outdoor the other for indoor clothin, so that a workman on leaving the foundry proceeds to his first locker and, after taking off work-soiled garments, goes through the showers or washing rooms to the second locker for his outdoor clothes." With these facilities, the Chief Inspector comments, a man may leave at the end of his day's work without carrying the marks of his trade with him.

The implementation of the Committee's Report on dust, fume and smoke suppression depends upon practical experience such

as is being gained in mechanized foundries, and upon experimental work in others. As employers are required under Section 47 of the Factories Act to take all practicable measures to protect the worker against the inhalation of injurious or offensive dust or fume, it is incumbent upon the industry as a whole and upon individual employers to find and adopt improved methods.

Galvanizing

One of the most significant features of the post-war years has been the modernizing of processes in the older industries, and a general effort to raise the standard of conditions of work. An instance of this is part of the galvanizing industry dealing with hollow-ware in the Black Country of the Midlands. The term hollow-ware covers all such items as buckets, baths, dustbins, watering cans, coal hods, bowls, etc.

The difficulty of providing and maintaining good conditions arose from the nature of the process carried on, which discharges quantities of acid fume, products of combustion and fume from the sal ammoniac added to the surface of the molten zinc. These fumes and the absence of controlled ventilation made it impossible to maintain whitewashed or painted walls in good condition. In a typical plant the floors would be uneven, of dirt or brick rotted by acid, "the walls innocent of and covering other than dirt."

> The difficulties of securing good conditions in galvanizing shops arise, as so often is the case with long established sections of industry, from the very fact that they are old and from the fact that in the 100 years before 1945, there was, in the main, no change in the process used in most of the works. As a result, the old buildings of the nineteenth century continued in use and their design was perpetuated in the shops built for galvanizing even in the early twentieth century. There was no difficulty in obtaining labour and no incentive to spend money on improved conditions. . . . A standard galvanizing shop developed; a brick shell with wooden roof-frame and tiled roof, tall and narrow with openings for doors, iron-barred window spaces, and either earth or brick floors. The high pitched roofs had louvres along the whole length and relied on natural ventilation to remove the copious fume produced by pickling acid, open coke fires and the flux thrown on to the pot. This type of shop became the standard for hollow-ware and odd work, and examples built at all dates between 1875 and 1945 are to be found.

In the last five years working conditions in a majority of these galvanizing plants have been very greatly improved by better control of fumes or by eliminating the problem altogether by substituting a new process which does not produce fumes. The new galvanizing process (known as the "clear" process as opposed to the traditional "black" process) has been satisfactorily adopted in about 20 plants, and in these plants the conditions are good. Greater capital outlay is necessary, and the process requires closer technical supervision. In most other plants which are still using the "black" process a new method of mechanical fume removal has been introduced. Inspectors report that the five years from 1945 to 1950 have seen a revolution in the conditions of three-quarters of the works, either by alteration of the process and increased mechanization or by the provision of exhaust appliances.

Safety Organization

The work of Joint Standing Committees during the year is briefly reviewed, as well as Joint Safety Committees of Joint Industrial Councils. Area Safety Sub-Committees set up by the National Joint Industrial Council for the Flour Milling Industry meet every three months and consider particulars of all accidents, whether notifiable to the Factory Department or not. These meetings perform a useful service in that they can check accident records to a degree impossible when dealing with reportable accidents alone. A move of the rubber industry to set up an Engineers' Sub-Committee of the Accident Prevention Committee to consider the technical problems involved in fencing rubber-making machinery is mentioned as a considerable advance.

Inspectors' reports indicated that some new Personnel Management Departments have been set up, and a growing appreciation of the importance of the personnel management function was indicated by the delegation of well-defined duties to personnel staff.

Training

Steady and successful work in connection with training schemes is reported. A greater degree of co-operation between industry and technical educational authorities and of increased efforts by groups of employers was apparent. One evidence of this was the setting up in the cotton industry of a Pilot School at Blackburn Technical College to train workers in cotton weaving. The scheme will be directed by a governing body comprising representatives of the Manufacturers' Association, the Trades Federation and the local education authority.

The Report describes an extensive scheme of apprentice training put into effect during

the year by an engineering works where a great deal of machine tool work is done and 2,000 workers are employed. The firm built for the purpose a new training school, clean, colour decorated, well lit, equipped with up-to-date machine tools and containing lecture rooms properly equipped for instruction. Thirty-seven apprentices between the ages of 16 and 17½ were enrolled for a five-year course. The object is to train boys to be skilled craftsmen, to give them good theoretical instruction, to develop good qualities of character and to promote physical well-being. For the first two years the boys are given full-time instruction in the school, with one day's attendance a week at technical school. They then serve periods in each department of the factory. Their theoretical training is continued at technical evening classes, and until the five years of their apprenticeship is completed they are under the supervision of the school supervisor. The Report states that this firm is considering whether in exceptional cases the boys will be sent to take a university degree course following the completion of their apprenticeship.

Accidents

The accident rate has fallen from 40 per 1,000 employees in 1944 to 26 per 1,000 employees in 1949. The total number of accidents reported under the Factories Act in 1949 was 192,982 (compared with 201,086 in 1948) of which 772 were fatal (861 in 1948). This is a decrease of 4 per cent in non-fatal accidents and 10·3 per cent in fatal accidents. Of the 78 industry groups, 21 show increases in the number of accidents and 57 show decreases. Metal founding and ship repairing show a marked decrease, and building operations a considerable increase.

The analysis of causes of accidents shows that shafting accidents, accidents on milling machines and those on power presses have been decreased, a result which the Chief Inspector noted as being highly desirable since, though the number of accidents from these causes is comparatively small, they usually cause serious injury. The number of accidents due to handling of goods has decreased, also, due in some measure to introduction of mechanical handling equipment. A big increase in transport accidents is to some extent due to increase in the use of power-driven trucks. The smaller number of cases of sepsis may well be due to the higher standard of cleanliness, and better first aid treatment. Eye accidents showed a decrease of 4·5 per cent, but there were still 9,157 most of which could have been avoided by the use of goggles or eye-shields.

> A large number of accidents is due to guards lacking that completeness necessary to provide secure fencing. The danger of incomplete guards is that they are apt to give a false sense of security by concealing but not preventing danger.

The Report (Table III) shows the accident frequency rates for a selected number of factories in various industry groups for the three years 1947, 1948 and 1949. These are based on information supplied voluntarily by certain factories and are therefore not comprehensive. The frequency rate is calculated according to the international standard and takes into account the number of lost-time accidents (that is, those covering loss of time beyond the day or shift in which the accident occurred), and the number of man-hours worked during the year. The formula used is total number of accidents times 100,000 divided by total man-hours worked. In the selected industries, the frequency rate has gone from 2·27 in 1947, and 2·24 in 1948 to 2·23 in 1949.

A section on accident prevention organization stresses the fact that while formal safety organizations are desirable, it is in the firms, large or small, where safety is regarded as of the highest importance by the proprietor or directors that the highest standards of safety are attained. The Chief Inspector considers that accident prevention needs to be the particular interest of at least one member of higher management, and if this is not so, even where there is a full-time safety officer and committee, no real success is likely to be obtained. There seems to be a growing tendency to add the duties of Safety Officer to those of Personnel Manager, Works Engineer or Assistant Supervisor. In smaller works this is considered sound, provided the Safety Officer's work on safety is not counted as the least important of his duties and only deserving of attention when he has nothing else to do. The fundamental point is that the Safety Officer be directly responsible to someone at the head of affairs, that he possess the necessary authority, and, of course, that he be well trained.

Safety Committees have continued to work well. Some of their efforts are described in the Report.

A novel scheme introduced at one works includes monthly inter-departmental examination of plant by all departmental Managers. Every month one department is visited by all the other Managers, who

are encouraged to offer constructive criticism of any possible hazards they observe in the interests of safety.

At another works a form of financial incentive to improve accident prevention methods is in effect. All foremen and supervisors are employed as active officers in accident prevention, and a no-accident and cleanliness bonus is paid to them. If an accident occurs in any section, the foreman and supervisor lose their bonus for the month.

Efforts are being made to interest apprentices and other young persons in safety, and one firm has proved that interest may be aroused by giving young people responsibility in accident prevention organizations. This firm has junior and senior Safety Committees. The junior committee represents workers under 21 and deals with its own agenda and suggestions under the guidance of senior officials. With some 400 persons employed in this firm there was no reportable accident during the whole of 1949.

In one district, the Chief Inspector reports, many of the principal firms are associated with the Royal Society for the Prevention of Accidents, and in 1949, 77 firms were members of the local Industrial Safety Association which is associated with the Royal Society. Before the monthly evening meetings of the Association, it was the custom for Safety Officers to be invited to one of the member firms for an afternoon session prior to the meeting. At the end of each session there was a general discussion with respect to safety in that particular factory.

An Accident Prevention Officer at one large plant instituted a monthly meeting of representatives of contracting firms engaged in various work at the plant. The meetings were open to contractors' agents, foremen and workmen, and were well attended. The meetings in the main dealt with work on building operations and were helpful in making better known the requirements of the new building regulations.

Accidents to Young Persons

Accidents to young people were less than the previous year, 14,443 in 1948 and 12,668 in 1949. "Lack of supervision and instruction, inexperience and curiosity, with the emphasis on the first, are the root causes of most of the mishaps which befall young persons". The Chief Inspector points out that it should not be beyond the scope of anyone with jurisdiction over young workers to direct their energies along the right lines, reserving the expending of high spirits to organized recreation in a place set apart. Playing fields and similar amenities may not be practicable but some safe place, however small, for games, could be provided by any works. Numerous accidents are cited where supervision was entirely lacking or did not go far enough.

Accidents on railway sidings in premises under the Factories Act numbered 3,024 and included 43 fatalities. This was an increase over the previous year. Gradient shunting operations are especially dangerous; inadequate space between rails and fixed structures such as gate posts or walls of buildings are sources of danger, as well as failure to maintain rolling stock in good working order.

> A warning system, which included visible signals and an electric bell, failed to prevent an accident during wagon movements, because the men supplemented it with an unofficial whistle system which eventually broke down. This accident emphasizes the need to ensure that (*a*) official systems only are used; (*b*) such systems are so designed as to be convenient for the operators, and (*c*) unofficial warning systems do not creep in.

Another risk is the amount of crossing of lines by personnel during the course of their work.

Accidents at Building Operations

A total of 11,777 accidents on building operations were notified to the Department in 1949, an increase of 20 per cent over the previous year, but fatal accidents were reduced by 11 per cent, 183 against 218 in 1948.

The dangers of asbestos cement sheeting on roofs have been pointed out in many previous Reports, but 213 accidents occurred from this cause in 1949 of which 32 were fatal. Ignorance of the danger is widespread.

> Recently a reference to the dangers brought forth declarations of incredulity from an architect and engineer respectively which only an opportune press notice reporting the very pertinent observations of a Coroner at an inquest on a recent victim succeeded in dissipating.

The precautions as stated in the Building Regulations, 1948, are simple. These are that persons should be adequately warned that the roof covering is fragile by prominent notices affixed at all approaches to the roof. Suitable ladders or crawling boards should be readily available, light in weight to facilitate placing them in position on the roof and of sufficient width to provide adequate foothold. Where certain parts of the roof have to be reached regularly, the advisability of establishing

permanent walkways should be considered.

Falls from ladders and stepladders formed the greatest single cause among accidents due to persons falling, being responsible for 734 accidents of which 23 were fatal.

The large number of strains, ruptures and fractures, which were sustained in manual handling accidents, indicates a need for education and training in methods of moving materials, estimating weights and loads, and the use of mechanical handling. A series of descriptions of accidents demonstrates particular hazards and points out the safeguards that would have prevented them.

Electrical Accidents

Electrical accidents notifiable under the Factories Act during 1949 numbered 771 of which 24 were fatal. A survey of one area showed that 50 per cent of the injured persons are electrical staff and nearly all experienced working electricians. A move towards the adoption of low voltage for portable electrical apparatus has been noted. The Department has recommended this particularly in situations where by reason of outdoor use, electric shock was likely to be serious.

Industrial Diseases

Table XI lists the reported cases of industrial poisoning or disease, and a discussion of individual cases and the cause of the disease follows. There were 53 cases of lead poisoning reported during the year of which more than half were among men engaged in shipbreaking. The hazardous nature of this work is well known, and it is clear that the workers need stricter supervision to make sure that full use is made of precautionary measures.

Forty-six cases of compressed air illness were reported, the highest number recorded in any year, but none of the more dangerous forms of the illness was encountered. All but three of these cases resulted from tunneling operations on three sites.

There were 139 cases of chrome ulceration, over half occurring in chromium plating. Of these 23 were cases of ulceration of the nasal septum; in the rest the ulcers were mainly on the hands and were generally of slight severity. In these milder cases ulceration was in the main due to accidental splashing, or to preceding injuries such as cuts or abrasions.

There were 190 cases notified of epitheliomatous ulceration, with 13 deaths, compared with 233 (18 deaths) in 1948. Pitch was the causative agent in 92 of the 190 cases. The Report stresses that since treatment of epitheliomatous ulceration in its early stages is so successful, medical examination as required by the Special Regulations for patent fuel manufacture is of the utmost importance and there should be follow-up of absentees.

Medical Examination of Young Persons

This was the first full year of the operation of Sections 1 and 2 of the Factories Act, 1948, which extended up to the age of 18 the medical examination of all young persons entering employment in factories, and also required annual examinations of such persons in their employment.

In 1949, appointed factory doctors made 284,166 examinations for certificates of fitness for young persons, more than double the number of the previous year.

Luminizers and X-ray Workers

The careful attention to possible health hazards to workers engaged in working with radioactive materials was continued in 1949. All luminizers (145) were examined by one doctor, both clinically and haematologically. Certain abnormalities in the blood picture are described in the Report, but in no case was any slight disturbance of health which occurred related to the effect of radiation. Follow-up examinations of 32 luminizers who had ceased luminizing for one year or longer showed no disturbance of health which could be associated with their former occupation.

The firms were visited where either X-rays or radium "bombs" or "seeds" were being used for industrial purposes. Radium "bombs" varying in amount from 25 to 250 mgms. or a radioactive isotope ("seed") are being used in some plants instead of X-rays to examine castings and other metal parts. Three men employed in testing X-ray apparatus and 30 operatives were examined. In no case was there any disturbance of health, nor were any X-ray burns reported.

Building (Safety, Health and Welfare) Regulations

The code for the building industry came into operation in October, 1948, so 1949 was the first full year in which the Regulations were in operation, and the main impression of the Factory Department was that steady progress has been made with progress more marked among the large contractors than among the small. Cases are still being met with in which the contractor appears to have no knowledge of the requirements. An improvement in the general standard of scaffolding in urban

areas was noted, but much remains to be accomplished in the rural areas. Shortage of material, particularly timber, for scaffolding still presents difficulty. Much that is available is of too low quality and low strength, the proper grades of timber not being imported in sufficient quantities. The sudden collapse of excavations is another source of serious accidents, and here again the shortage of timber suitable for supporting the sides is often blamed. Men working in a trench should be trained to remain within the protection of the timbering.

Asbestos Regulations

Inspectors' reports show that, although the Code of Regulations dealing with the handling of asbestos has been in force since 1931, constant vigilance is necessary to see that precautions are observed. As in other industries where there is a dust hazard, there is scope for research and experiment in the effective application of exhaust ventilation to a variety of processes and machines, and various experiments with exhaust ventilation, or a combination of exhaust ventilation and wet process, are described. One large asbestos factory has at the same time started a new scheme of medical examinations, including initial clinical examination and X-ray screening, followed by yearly examinations of workers employed in the area. Portable asbestos spraying plants are used to an increasing extent by contractors for insulation purposes. Because of the risks to health unless proper precautions are taken, the firm from which these portable plants are hired runs a school where employees of various insulation contractors are given a course of training in the proper handling of the machines, lasting about 14 days.

Raw asbestos fibre is sometimes delivered at a factory shipped from the country of origin in unlined jute bags, and the workers handling them are liable to considerable exposure to dust and fibre. Within the factory, the Regulations require that containers must be constructed of impermeable material and kept in good repair. In handling packages which are not impermeable, an approved type of respirator should be used.

Clay Works

There are hopeful signs, the Chief Inspector reports, that the Clay Works (Welfare) Special Regulations, 1948, have played their part in destroying the old complacent attitude that accepted primitive conditions in brickworks as inevitable. The best progress is reported in the provision of washing facilities, and there has been steady development in the provision of canteens. There is some difficulty in securing compliance with the requirements about protective clothing. Several Inspectors have reported that better provision of the amenities required by the Regulations has gone hand in hand with better methods of production.

Lighting and Colour

Blackout paints from roof lights and windows have been removed in most areas, and the supply of glass has improved so that roof and window lighting has been extended in some plants. Natural lighting has a good psychological effect on the workers.

> The most important factor in good natural lighting is that all glazed areas must be kept clean. Periodical cleaning is essential if the full benefits of daylight are to be obtained, the period depending on the atmospheric conditions outside the factory and the nature of the process carried on inside. With glass or any other transparent substance, even very little dust or dirt will reduce the light by half—a fact not always fully appreciated. Time spent on the maintenance and cleaning of windows is never wasted, and pays good dividends.

Continued improvement in artificial lighting is reported due to the use of the fluorescent tube, but in some small factories artificial lighting continues to be poor.

> Why is it that many of the small factories pride themselves on turning out some of the finest work and yet do not provide the best conditions for the purpose? It has been proved time and again that with a little ingenuity and common sense a lighting installation can be transformed from the mediocre to the very good at small cost, yet workshop after workshop continues to suffer from poor lighting.

The Chief Inspector stresses two points that are frequently overlooked: that safe means of access to lights must be provided, particularly for high lights, and that good maintenance of lamps and fittings is essential for efficient lighting.

The use of colour for factory decoration is increasing and the use of colour on machinery tends to grow more popular. Two examples of the use of colour to indicate hazards are mentioned. Canteens continue to be places for experimenting with colour. Gardens on plant grounds are more frequently seen.

Cleanliness

The standard of factory cleanliness has risen considerably partly because employers

are realizing that it affects health and efficiency and that to achieve it, careful planning and proper organization are essential. The improvements have been mainly along the following lines: reduction of the amount of dirt or dust generated; sound, smooth floors, kept as clear as possible so that regular cleaning can be done quickly and effectively; the use of modern detergents and mechanical cleaning apparatus, such as vacuum cleaners and mechanical floor scrubbers and polishers.

Washing accommodation is now being provided in new factories as a matter of course, and substantial progress is reported in older premises. However, the Chief Inspector remarks that "it is extraordinary that many managements should take so much persuading that oil and grease cannot be removed properly with cold water".

> A curious form of sex discrimination still obtains in some works where the facilities provided for women are often far better than those for men, although the men may be involved in the dirtier processes. One firm went so far as to remove the hot water supply when it ceased to employ women, and the Inspector had some difficulty in persuading them that it was still necessary.

Seats

A new section of the Factories Act which extends the seating requirements to cover all employed persons came into force on October 1, 1950. It provides that seating facilities of a design, construction and dimension suitable for each worker must be provided where there are reasonable opportunities for sitting without detriment to their work. During 1949 an effort was made by the Inspectors to make these requirements as widely known as possible and to encourage research and planning for the proper provision of seats. Many factories have completed surveys of their seating arrangements and are already complying with the Act. Several trade associations are helping their members by giving advice and discussing seating problems peculiar to their trade. There is a wide variety of industrial seats on the market and some factories are designing seats to meet their individual needs. Machinery designers are being encouraged to arrange work, wherever possible, so that it can be done either sitting or standing, as a change of working posture reduces fatigue. Tradition and prejudice are still to be overcome. The Chief Inspector speaks of "a firmly rooted prejudice in the minds of some employers and workers that sitting at work is a sign of slacking and that standing has some moral value."

Hours of Employment

In the greater part of industry 44 hours and 5 days remained the standard working week. This by no means represents the actual hours worked in many factories as overtime in the payment sense up to 48 hours is often worked and overtime in the Factories Act sense of employment over 48 hours has been worked in many factories. Workers are more ready to work overtime than at any time in recent years. Inspectors found some instances of overtime employment that could not be fitted into "the rather rigid framework of the 1937 Act", particularly with respect to women.

> Where women were found illegally employed it was nearly always with their full agreement. Indeed the impatience of many women workers with restraints on their employment has been manifested more strongly than ever. With the security of full employment they feel impatient with protective legislation which sometimes prevents them from rendering in their opinion the most advantageous use of their own skill and the arrangement of hours most convenient to their own domestic affairs. They do not complain of the prevention of excessively long hours but are annoyed at the lack of flexibility.

Where there was a confirmed shortage of workers and genuine production needs, and where the hours were not in themselves excessive, emergency powers were used to permit schemes "which allowed hours more in conformity with the workers' wishes than could have been arranged within the legal framework". Special authorizations for 780 day work schemes and 406 shift work schemes were in effect in November, 1949. More than half of these were for part-time evening employment of women, usually housewives. These shifts are usually fixed some time between 5.30 and 10 p.m. with a weekly total of 20 hours. Employers find these shifts valuable in reducing arrears in departments where work falls behind the rest of the factory, and also in removing the necessity for overtime employment of full-time workers. Judging by the response some firms have had to advertisements, this kind of employment is popular with housewives.

Canteens

In spite of difficulties due to higher costs, very few canteen services were discontinued during the year and many new canteens were opened. More workers than ever had access to canteen facilities and more made use of them. At the end of the year 4,979 factories employing over 250 and 10,849 firms employing less than

250 had hot meal canteens compared with 4,835 and 9,882 at the end of 1948. There was also an increase in the number of firms offering food services of the snack variety. Plans for new factories almost invariably include a canteen. Improved cooking and service, and more variety in the menus made possible by the easing of the supply situation, were noted during the year. Increased prices in many cases were accepted as inevitable by the workers although in several instances, where there was a lack of joint consultation and the reason for the price increase was not explained, the workers boycotted the canteens for a time when the increase went into effect.

Better standards of kitchen hygiene were reported due mainly to improved premises and equipment. Fewer complaints were received than in 1948. In the building industry, the use of mobile canteen vans is increasing. In common with other branches of the catering industry, industrial canteens still need more trained personnel. Canteen Advisers have been instrumental in setting up part-time courses, but it is emphasized that a great deal of training must be planned for all branches of the catering industry if adequate trained staff is to be available.

Staff

In a comment on staff problems, the Chief Inspector reports that the year started with 40 vacancies and ended with 50. Only 8 suitable candidates were selected from the 1949 competition and only 5 of these came forward for appointment. The lack of staff prevents the Department from expanding "on that most important side of its work, viz., the advisory and preventive". Due to staff shortages the demand for information and lectures by the staff from all sides became increasingly onerous. Interest in British methods of factory inspection was evidenced by the considerable numbers of visitors from overseas countries. These visitors were interested not only in organization and methods of administration, but wanted to see factory Inspectors carrying out their normal duties in industry.

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

Provincial labour organizations in Newfoundland, Nova Scotia and Ontario, affiliated with the TLC and CCL, have recently presented briefs to provincial governments. In addition, the Saskatchewan Federation of Labour (CCL) submitted a brief to the Saskatchewan Minimum Wage Board. These briefs, and the proceedings of the convention of the British Columbia Federation of Labour (CCL) are summarized below.

Newfoundland Federation of Labour (TLC)

The Newfoundland Federation of Labour (TLC) recently presented its annual memorandum of legislative proposals to the Newfoundland Government. The brief thoroughly reviewed the operation of the Newfoundland Labour Relations Act. The Federation felt that the Act had filled a deficiency in Newfoundland labour legislation, but suggested that certain amendments be made to this Act, and the Trade Union Act.

The brief recommended that the fine of $250 per day for an illegal strike be reduced to $100, the sum provided under federal legislation. The Federation protested against combining the two Acts, stating that Newfoundland was the only province "where unions were compelled to comply with the provisions of a statute other than that governing labour relations before being granted certification and the right to bargain with their employers." The Federation requested that certification proceedings be carried out under the Labour Relations Act.

The Government was asked to delete from the Labour Relations Act a clause permitting the Labour Relations Board to

suspend collective bargaining while an application for certification or revocation is pending. The brief asked that another section of the Act, forbidding unions to solicit members during working hours, be rescinded. Amendments to certain sections of the Trade Union Act were also recommended.

The action of the Newfoundland Government in enacting a Workmen's Compensation Act was commended by the Federation. It recommended that the following provisions be incorporated into the Act:—

At least 75 per cent of wages should be paid as compensation;

Compensation to be paid from the date of injury or disability without waiting period;

All occupations should have uniform coverage;

Payments in respect of claims should be handled without any undue delay;

Compensation payments should be based on maximum earnings of $3,600 per year;

Assessments to be paid on the full payroll of all employers so that reserves may be built up to provide a full income for those dependents who will need the benefits most of all;

Provision for adequate time allowance or convalescent period for the satisfactory healing of the injury or disability;

Setting up of safety committees by employers in every department of their establishments, with labour representation thereon;

Pensions of $60 per month for widows in cases where an accident is fatal, and $17.50 per month for each child; and

Allowance of burial expenses up to and including $250.

The brief contained comments on the cost of living, and praised the report of the Newfoundland Royal Commission which had investigated living costs. The Federation suggested that lower profits would be of more value in lowering the cost of living than what it described as "fruitless research".

Among the other matters discussed in the brief were apprenticeship, labour representation on boards and commissions, sales tax, workers' education, national resources, and the Trans-Canada Highway.

Nova Scotia Provincial Executive of the TLC

The Nova Scotia Provincial Executive of the TLC, recently presented a memorandum of its legislative proposals to the Nova Scotia Government. The brief said that while the attainment of full employment was a major aim, the overall policy of organized labour "is towards the full development of the cultural and economic life of the whole community."

The Provincial Executive described the improved employment situation over the past year as an "artificial economic situation." This situation had been "brought about by the . . . war preparedness program and not by a stabilized economic approach by either industry or governments," the brief said. Warning against any drift into what was described as "the chronic unemployment, poverty and insecurity of the past", the TLC urged "bold steps" by governments to counteract these dangers.

As a basis for Government action to offset the situation it feared, the Nova Scotia Executive outlined a program which could be utilized when necessary. The brief said that the preparedness program was only a form of temporary relief for Nova Scotia's problem, and "periods of depression and unemployment follow these periods of artificial economic improvement."

"Immediate action" was requested on this program which called for: expansion of the primary steel industry and establishment of secondary steel industries; preparation of an "employment budget"; a public works program; town reconstruction; and construction of schools, hospitals, and sanitoria.

The Nova Scotia Government was commended for its school construction policy, but the brief urged that this policy be extended to areas "not now serviced by existing schools". The brief said that higher teacher salaries were needed "to attract those most qualified," and recommended Federal aid for educational purposes.

Among the other recommendations contained in this section of the brief were requests for:—

Immediate construction of a Halifax-Dartmouth bridge;

Action to begin the bridge or causeway over the Strait of Canso;

Extension of hydro services;

Measures to insure the most economic development of forest resources.

Labour Legislation

The memorandum maintained that only *"bona fide"* trade unions chartered by "a national or international body, or a local branch chartered by and in good standing with such organization," should be allowed certification. The Government was requested to amend the Provincial Labour

Relations Act to conform to this recommendation. Amendments were asked to several other sections of the Act.

Other Recommendations

Among the many other recommendations made in the brief were requests for: rent control; an hours of work act; a holidays with pay act; a bill of rights or fair employment practices act; a minimum wage act; a provincial fair wage policy; a revised old age pension act; a subsidized health insurance scheme; provincial action to have a Federal Compensation Act passed; and amendments to the Provincial Compensation Act. Several other matters, not directly connected with labour legislation but of interest to the Executive, were also dealt with in the brief.

Ontario Federation of Labour (TLC)

Based on the findings of the Annual Convention, the annual memorandum of the Executive Council of the Ontario Federation of Labour (TLC), was presented to the Government of Ontario recently. The memorandum contained the Federation's legislative requests for 1951.

The Federation commended the Government for "constructive action" taken during the year, which met with the organization's approval. Consideration was asked for several other proposals presented in the brief.

Labour Relations

Noting the improvements which had been made in the Labour Relations Act, 1948, the Federation asked for further improvements. These improvements were recommended by the annual convention (L.G., Feb., 1951, p. 184) and the Executive said they were designed "to remove the injustices of difficulties which are hindering and hampering the solution of problems in industrial relations."

The memorandum also asked the Government "to forbid the granting of injunctions in connection with legally-conducted strikes."

Health and Social Security

The Federation requested the Ontario Government "to increase their vigilance in the protection of the health of working people," especially in the cases of industrial diseases and work methods requiring heavy lifting. Stricter regulations governing the use of paint spraying machines; and closer supervision of eating establishments were also recommended as health measures.

Government action was requested to alleviate "the serious shortage of hospital accommodation," and "to relieve the shortage of nurses." Increased financial aid for Ontario hospitals, as a means of lowering hospital costs to patients was strongly urged. Other recommendations on health followed the resolutions passed at the annual convention (L.G., Feb., 1951, p. 185).

The Federation presented to the Government its requests for old age security which were based on those of the parent TLC. (L.G., May, 1951, p. 635).

Workmen's Compensation

The Ontario Government was commended for amendments made to the Workmen's Compensation Act in 1950. The Executive Council asked the Government to enact immediately the recommendations of the Roach Commission, as well as certain proposals of the TLC. (L.G., Feb., 1951, p. 185 and April, 1951, p. 450).

Other Recommendations

Recommendations were made on a wide variety of other subjects, including price and rent controls, housing, hours of work, minimum wages, highways, public safety, education, unemployment, racial and religious discrimination, and hydro.

Saskatchewan Federation of Labour (CCL)

The annual submission of the Saskatchewan Federation of Labour (CCL) to the Saskatchewan Minimum Wage Board, was made recently. The submission was made in two parts, on separate occasions. The first brief dealt exclusively with minimum wages as such, and the second with minimum wage orders issued by the board.

The Federation urged that a new minimum weekly wage of $31.50 be established as the "city rate", and $29 as the "country rate". The Federation claimed that the present rates of $21 and $18.50 had been established in 1949, and had not been revised since, despite substantial increases in living costs.* The Federation also recommended an hourly minimum wage of 85 cents.

* Subsequent to the presentation of this brief, minimum rates of $24. and $21.50 were announced by the Government, effective May 1, 1951.

In its second submission, the Federation maintained that further increases to $32.10 and $29.60 in the minimum wage were now required, because of further increases in the cost of living. The brief said, "this observation is of course, without prejudice to our contention that the minimum wage rate of 85 cents per hour should apply everywhere in Saskatchewan."

The remainder of the brief dealt with specific orders of the Board, and noted that employees in hospitals, hotels and restaurants should not have to work 48 hours per week, when employees in offices, shops and factories were working 44.

Other orders discussed dealt with: charges made by employers for employee meals and lodging; minimum wage regulations for all industries; increased minimum rates for employees delivering merchandise on foot or by bicycles; and hours and wages of employees of summer resorts.

British Columbia Federation of Labour (CCL)

Over 80 delegates representing international, national and local unions affiliated with the British Columbia Federation of Labour (CCL) attended the 7th annual convention held in Vancouver. During the three-day sessions the delegates discussed over 85 resolutions on matters of interest to the Federation, and heard speeches by government, civic, and labour leaders.

Price Control

Strongly supporting the labour campaign for reimposition of price controls, the delegates pledged "full support to the campaign", and said that the Federation would "work throughout its affiliates to make this campaign a success." Several of the delegates registered strong opposition to any freezing of wages in connection with price control.

Housing and Rent Controls

The delegates opposed the action of the Federal Government in relinquishing rent controls, and urged in a resolution "that the Provincial Government be requested to take over the administration of rent control if relinquished by the Federal Government."

On the subject of housing generally, the Federation felt that it was "very much a major problem" in the country, and that it was "in danger of being side-tracked because of the stepped-up preparation for national defence." The resolution urged that every possible effort be made by the Federal and provincial governments to alleviate the shortage. A further resolution asked the British Columbia Government "to make provisions at the coming session of the Legislature for a proper low-rental housing plan to be enacted."

Old Age Pensions

The delegates passed a group of resolutions on old age pensions which asked for pensions of $75 a month, payable at 60 without a means test. The resolutions also expressed opposition to a proposed 2 per cent tax for pensions, and asked that "a workman . . . be allowed to draw his unemployment insurance benefits without being asked to go to work," after reaching pension age.

Unemployment Insurance

Several amendments to the Unemployment Insurance Act were suggested. The Convention recommended: that the waiting period be reduced; increased benefits; elimination of the non-compensable day; amendment to the Act so as to provide that "workers will not be disqualified from receiving benefits for refusing to cross a picket line."

Other Resolutions

Among the many other matters dealt with during the Convention were: fair employment practices legislation; labour unity; hospital insurance; taxation; holidays; injunctions; workmen's compensation; hours of work; forests; industrial relations; education; and safety.

Election of Officers

Officers elected included D. Radford, president; J. S. Alsbury, first vice-president; H. Allison, second vice-president; J. Morris, third vice-president; and G. Home, secretary-treasurer.

LAVAL UNIVERSITY STUDIES SECURITY IN THE WORKER'S FAMILY

The sixth annual convention sponsored by the Laval University Department of Industrial Relations was held recently. A summary of the proceedings is given in the following article.

Stressing as its theme, "Security in the Worker's Family", and how to ensure it by full employment, retirement pensions, sickness insurance, access to the ownership of property and the elimination of industrial accidents and illnesses, the sixth annual convention of the Department of Industrial Relations of Laval University's Faculty of Social Science was held in Quebec, April 23 and 24.

The convention closed with the hope that family forces organize themselves for the common good, with the encouragement of the State, and that a vast "union of families" be set up in order to create a stronger bond and a better understanding between the various sections of society and to instill a consciousness of the reality of the family in the life of the nation.

Nearly 500 delegates representing labour, industry, universities, Government and representatives of co-operative organizations and social movements from all parts of the Province of Quebec attended the conference. Among those attending were Mr. V. C. Phelan, Canadian Director of the International Labour Office, Mr. Ernest C. Desormeaux, Secretary General of the Unemployment Insurance Commission, and officials of the Federal Department of Labour.

The Vice-Rector of Laval University, Mgr. Alphonse Marie Parent, welcomed the delegates, while the Very Rev. Father Georges Henri Lévesque, O.P., Dean of the Faculty of Social Science, also extended his felicitations and complimented them on their social progress.

Mgr. Parent told the convention "The things which permit the worker's family to be the fruitful cell in the social structure," are a permanent job and a permanent wage, ensuring the existence of the family, a family dwelling worthy of human beings, social security measures and the moral atmosphere which is fostered when the aforesaid conditions are realized."

The opening session was presided over by Mr. Gérard Tremblay, Deputy Minister of Labour for the Province of Quebec and Director of the Department of Industrial Relations at Laval, who introduced the theme of the convention.

Mr. Tremblay emphasized the fact that this security, which is endangered by social risks such as unemployment, illness, accidents, disability, old age and death, is not foreign to healthy labour relations; rather, it complements and strengthens them and gives them a purpose.

Mr. Maurice Tremblay, Assistant Director of the Department of Sociology and professor in the Faculty of Social Science at Laval, set forth the fundamental ideas and principles of economic and social security in the worker's family.

The speaker said that the underlying principle which must preside over the setting up of an adequate system of family security is: "as much private responsibility as possible, together with as much governmental responsibility as is necessary, keeping in mind the exigencies of the common good".

Mr. René Tremblay, professor in the Economics Department of Laval's Faculty of Social Science, dealt with full employment as a basic factor in the security of the worker's family. He described the main causes of involuntary unemployment and suggested remedies. He said, "only remedies on a national scale can rid modern societies of this terrible evil which is threatening the very existence of our political democracies."

Mr. Jean Lesage, Parliamentary Assistant to the Minister of External Affairs and Chairman of the Federal Parliamentary Committee on Old Age Security, laid before the delegates the problem of old age pensions in Canada. He described the Federal plan for a universal pay-as-you-go system complemented by an assistance scheme. He called this plan "the most progressive in the world, the least costly to the country and the most advantageous to the individual and to the national economy."

During the discussion, Mr. Gérard Picard, President of the CCCL, contended that "the greater part of the collections made for this universal pension plan would come from industrial circles, and that the pension would then be paid alike to agricultural and to industrial classes, to the detriment of the latter".

In reply, Mr. Lesage stated that, as a legislator, he could not recommend a system making these distinctions. Such a plan, on a realistic basis, could not be adjusted to our administrative and economic system.

Mr. René Paré, President of the French-Canadian Artisans' Society and of the Superior Co-operation Council, discussed the risk of illness from the social point of view, and stressed the fact that the problem of insecurity, which affects the output of factory workers should be of interest to the worker, to the employer, to society and to the State.

Dr. Jean Grégoire, Deputy Minister of Health for the Province of Quebec and professor of health legislation at Laval University, spoke on security in the worker's family through the social prevention of illness.

Dr. Grégoire summarized the work of the Health Department in the Province of Quebec in the field of hygiene and preventive medicine, and gave a detailed analysis of demographic statistics. He set forth the results obtained by this program which have resulted in a considerable reduction in infectious diseases.

The Deputy Minister of Health for Quebec expressed the wish "that health, which is a social factor as much as it is an economic one, may always be in the forefront of our thoughts and of our desire for progress".

Mr. Clement Brown, statistician in the Province of Quebec's Department of Labour, dealt with industrial accidents and illnesses as they affect the security of the working-class family.

Stressing the right of the competent and honest worker to be able to keep the job to which he is attached, and which provides a living for himself and his family, for as long as it suits him, the speaker said that the State, the worker, the employer and society have every interest in preventing industrial accidents and illnesses, in offering adequate, equitable and fair compensation to the victims of such accidents and illnesses, and in promoting their rehabilitation and readaptation.

While of the opinion that the problem of industrial accidents and illnesses will always be a factor, Mr. Brown declared that its solution, which will never be more than an approximate solution, should not be left to chance and to empiricism. "It must be sought after in the light of technique, statistics, justice, prudence and charity", he said.

The last speaker at the convention was Mr. Rodolphe Laplante, General Secretary of the Agricultural Credit Bureau, of the Rural Electrification and Family Dwelling Bureau of the Province of Quebec, who spoke on "family security through ownership".

According to Mr. Laplante, the worker is more anxious about regularity in his work than he is about a fair wage, although the two are not mutually exclusive. He added that "the security of the working-class family finds a corrective and a support in the property held by the family".

The speaker pointed out that family security is obtained in the first place through the permanent possession of property, this permanency of possession being possible only when the fixed charges encumbering the property are not too heavy.

The Congress ended in a banquet at which all the delegates and their guests were present. Mr. Gérard Tremblay, Deputy Minister of Labour, presided, and the guest speaker was Rev. Fr. Gonzalve Poulin, o.f.m., head of the Social Service School and director of studies of the Faculty of Social Science at Laval University.

The speaker dealt with the stability of the worker's family and suggested the creation of a powerful "family union" to enable the family to obtain recognition for its political and social rights and to become a force in the nation.

Rev. Fr. Poulin analyzed the two factors causing lack of balance in the family: "Extemporaneous urbanization accounted for by the impromptu transplanting of the family to the city, by that rural emigration which has destroyed the intimate bonds of a primary and parental type which were characteristic of the Canadian family of yesterday; the change in the social function of private property which finds expression in the generalized-wage-earning class."

The speaker then outlined three factors which might alleviate the insecurity of the family viz: humanization of the work environment, the promotion of social security measures and organization of the family on the social-political plan.

Rev. Fr. Poulin stated that "the initiative for organizing family forces comes back, naturally, to the family itself, but that the State, in the common interest,

should foster the birth and development of this organization by assuring it of an advisory position and of representation on its boards and public organizations".

He enumerated several results which might be expected if this idea were put into concrete form:—

"A stronger social bond between the different groups in the nation, and a quickening of the consciousness of the reality of the family;

"A better education of citizens by a more normal co-ordination of joint social responsibilities and the spread of family institutions for mutual aid such as mutual co-operative societies, family services, etc.;

"An enlightened control of public morals and social customs;

"Active participation in the collective good in an atmosphere of trust which is essential to its development and promotion;

"A decentralizing and deconcentrating movement which would spread to all spheres of industrial and social life;

"The revival of the organic function enjoyed by yesterday's family in rural civilization, but in a form adapted to industrial civilization."

Very Rev. Fr. Georges Henri Lesvesque, Dean of the Faculty of Social Science, thanked the speaker and said that security, "the assurance of continuing happiness, as opposed to insecurity, which manifests itself in fear, is essential to families if we want them to continue to play their part as providers of life, riches and progress".

(Concluded from page 765)

index stood at 188·4 an increase of 1·1 per cent over March 1, and 9·5 per cent above April 1 last year . . . . Estimated total salaries, wages and supplementary labour income in February amounted to $741,000,000, unchanged from the preceding month but up 15 per cent above the corresponding month last year. . . . Canadian production of iron and steel was sharply higher in April and the first four months of the year than in the corresponding periods of 1950. Pig iron production in the month amounted to 211,112 net tons as compared with 188,143 in April last year. . . . The cost of living index increased slightly from 181·8 to 182·0 between April 2 and May 1. This advance of 0·1 per cent was principally due to increases in clothing, home furnishings and miscellaneous items, which were largely offset by a decline in the food index.

THE NORMAL WORK WEEK IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950

Plant Workers

The normal weekly hours of work for plant employees in Manufacturing continued to decrease in 1950. By October the normal work week averaged 44¼ hours, one-third of an hour less than at the same time in 1949. More than 70 per cent of the employees were normally working 45 hours a week or less, with about 30 per cent working 40 hours. Almost 65 per cent of the plant workers were on a five-day week in 1950.

Office Workers

The normal work week for office employees in the Manufacturing industries averaged 38¾ hours in 1950, a decrease of one-quarter of an hour from 1949. Sixty-two per cent of the employees were normally working less than 40 hours a week, with the largest proportion working 37½ hours. Almost 70 per cent of the office employees were reported on a five-day week.

The accompanying article contains industrial, provincial and city comparisons of the normal work week for plant and office employees, indicating the changes that have occurred during the preceding year. Information on the normal work week in Newfoundland has been included for the first time and, where practical, is shown separately.

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The normal work week in the Canadian manufacturing industries continued to decrease for both plant and office employees in 1950. The normal week of plant workers averaged 44¼ hours at October 1, 1950, a reduction of one-third of an hour from the same period in 1949; and the work week of office employees averaged about 38¾ hours, a decrease of one-quarter of an hour during the preceding year. The most common work week for plant employees was 40 hours and that for office employees was 37½ hours, with more than one-quarter of each group working these hours. The "normal work week" is the usual number of hours worked by most of the employees, exclusive of any overtime or short time.

The average work week of plant employees was, comparing regions, least in British Columbia, 41¾ hours, and comparing five representative cities, least in Vancouver, averaging 41 hours. Correspondingly, the average work week of office employees was least in Ontario, about 38·4 hours, and in Halifax, 37·9 hours. Among the 17 major manufacturing industries, the Printing, Publishing and Allied Industries had the lowest average work week, 40¾ hours.

The proportion of workers on a five-day week continued to increase in 1950. Almost 65 per cent of the plant employees and 70 per cent of the office employees were reported working five days a week at the time of the 1950 survey. The greatest proportion of plant and office employees on a five-day week, 78 and 83 per cent respectively, were in the province of Ontario. Of the five major cities studied, the largest proportion of employees, both plant and office, were in Toronto. Comparing the plant employees in the major industrial groups, more than 95 per cent of the workers in the Tobacco and Tobacco Products and the Electrical Apparatus and Supplies Industries were reported on a five-day week.

Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

The data for this article were obtained from about 6,300 manufacturing establishments employing more than 724,000 plant and 135,000 office workers during the pay period preceding October 1, 1950. More than one-half of the employees, both plant and office, were working in Ontario, and about 30 per cent in Quebec. Fewer than 10 per cent of the employees were in the Maritime Provinces, the Prairie Provinces or British Columbia. Information on the normal work week in Newfoundland was obtained for the first time in 1950 and where not shown separately has been included with Prince Edward Island, Nova Scotia and New Brunswick in the Maritime Provinces.

Twenty-one per cent of the plant workers and 35 per cent of the office workers in these manufacturing establishments were women.

The distributions of employees has been based on the weekly hours of the majority of workers of each sex. Thus, in those plants (or offices) where the male and female employees normally worked different weekly hours, all of the male plant (or office) workers were included under the hours worked by the largest number of males, and all of the female plant (or office) workers were included under the hours worked by the largest number of females.

Normal Work Week of Plant Employees

The normal work week for plant employees in the Canadian manufacturing industries averaged 44¼ hours at October 1, 1950, a decrease of one-third of an hour during the preceding year.[1] The workers in the Durable Goods Division of Manufacturing averaged just under 44 hours a week and those in the Non-durable Goods Division averaged slightly over 44½ hours.

The most common work week in the manufacturing establishments was one of 40 hours, with 29 per cent of the plant workers on this schedule. About 14 per cent of the employees were normally working 44 hours a week, 19 per cent normally working 45 hours and 20 per cent 48 hours. More than 70 per cent of the employees were on a normal work week of 45 hours or less, and just over 6 per cent were on a

[1] For comparable information on the normal work week in 1949 see, "Working Conditions in Canadian Manufacturing Industries, October 1949", Labour Gazette, November 1950, p. 1837.

work week longer than 48 hours. The proportionate distribution of plant workers by their normal weekly hours in 1950, compared with 1949, is as follows:—

Normal Weekly Hours	Per Cent of Workers 1949	1950
Under 40	.5	.4
40	24.6	29.0
Over 40 and under 44	6.5	9.5
44	16.7	13.5
Over 44 and under 45	.2	.1
45	20.7	18.7
Over 45 and under 48	3.8	3.1
48	20.1	19.5
Over 48	6.9	6.2
Total	100.0	100.0

The five-day week was reported by 57 per cent of the establishments employing 65 per cent of the plant workers in Manufacturing. This proportion of workers on a five-day week represents a 6½ per cent increase over 1949, an 18 per cent increase over 1948, and a 26 per cent increase over 1947.

Provincial Legislation.[2]—There was no major change in the provincial legislation governing hours of work in factories during 1950. Special provincial statutes limit the hours in factories in Ontario, Manitoba, Saskatchewan, Alberta and British Columbia, and factories legislation in New Brunswick and Quebec places some restrictions on the working hours of women and of boys under 18. The maximum weekly hours of work in these provinces are:—

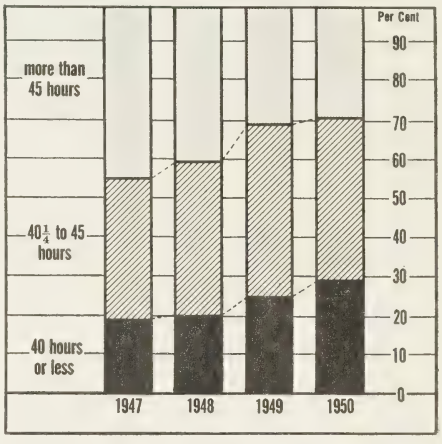
	Hours
New Brunswick (females and boys under 18)	54
Quebec (females and boys under 18)	55
Ontario	48
Manitoba (men)	48
(women)	44
Saskatchewan	44
Alberta	48
British Columbia	44

An industrial undertaking or group of undertakings may be exempted from the Act in Quebec, Manitoba, Saskatchewan, Alberta and British Columbia; and in all the provinces the administrative authority has the power to permit exceptions from the maximum hours shown above. In the case of exemptions in Ontario, women and boys under 16 are not permitted to work more than 60 hours a week.

In Manitoba and Saskatchewan the statutory limits shown above apply unless time and one-half is paid for overtime. Women in Manitoba may not be required to work more than 6 hours a week of overtime in the cities nor more than 8 hours a week in the rural areas. In Saskatchewan, women in factories must receive time and one-half after 44 hours in a week, but in no case may they work more than 48 hours.

Other restrictions may be imposed on some classes of factories by Orders in Council under the Quebec Collective Agreement Act or the Industrial Standards Acts of Ontario, Saskatchewan and Alberta.

DISTRIBUTION OF PLANT EMPLOYEES IN MANUFACTURING BY NORMAL WEEKLY HOURS, 1947 TO 1950



Normal Weekly Hours by Industry.—The average work week of plant employees in the 17 major industrial groups shown in Table Ia[3] ranged from 40¾ hours in the Printing, Publishing and Allied Industries to just under 47 hours in the Paper Products Industry. The normal work week of most of the major manufacturing industries averaged between 42½ and 45½ hours.

The normal weekly hours of work vary greatly within each industry as well as between them. In only 4 of the industry groups were more than half of the plant employees in the industry on the same work week: 56 per cent of the workers in the Rubber Products Industry were on a 40-hour week, 72 per cent in the Paper Products Industry were on a 48-hour week, the same proportion in the Printing, Publishing and Allied Industries on a 40-

[2] This information was summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

[3] The industrial groupings of the manufacturing industries used in this article follow those contained in the *Standard Industrial Classification Manual*, published by the Dominion Bureau of Statistics in 1948.

hour week, and 74 per cent of the workers in the Products of Petroleum and Coal Industry were also on a 40-hour week.

In the Durable Manufactured Goods Division the largest group of employees, 33 per cent, were normally working 40 hours a week, and the next largest group, 21 per cent, were working 45 hours. About 14 per cent of the plant workers manufacturing durable goods were on a 44-hour week and 13 per cent were on a 48-hour week. In the Non-durable Manufactured Goods Division almost equal proportions of the plant employees, 25 per cent, were normally working 40 and 48 hours a week, 17 per cent were working 45 hours and 13 per cent 44 hours.

The variation in the distribution of normal weekly hours of work within and between the major manufacturing industries may be seen in the following table, which gives the proportion of plant employees in each industry normally working less than 44 hours a week, from 44 to 45 hours a week, and more than 45 hours a week:—

Industry	Per cent of plant employees working: Less than 44 hours	44 to 45 hours	More than 45 hours
Durable Manufactured Goods	**43**	**35**	**22**
Wood Products	34	30	36
Iron and Steel Products	47	39	14
Transportation Equipment	37	45	18
Non-ferrous Metal Products	30	30	40
Electrical Apparatus and Supplies	77	20	3
Non-metallic Mineral Products	18	23	59
Non-durable Manufactured Goods	**36**	**30**	**34**
Food and Beverages	31	29	40
Tobacco and Tobacco Products	82	14	4
Rubber Products	56	34	10
Leather Products	19	50	31
Textile Products (Except Clothing)	15	48	37
Clothing (Textile and Fur)	51	32	17
Paper Products	9	16	75
Printing, Publishing and Allied Industries	82	16	2
Products of Petroleum and Coal	84	7	9
Chemical Products	49	32	19
Miscellaneous Manufacturing Industries	43	37	20

The industrial distribution of manufacturing establishments by normal weekly hours of male plant workers (Table Ib) indicates about as much variation as the distribution of employees. The work week of the male plant employees has been used to obtain the distribution of establishments by industry, by province and by city, as in some cases the normal weekly hours are different for male and female workers. In about 550 establishments this was the situation, with the female employees working fewer hours in almost all these plants.

Normal Weekly Hours by Province.— The normal weekly hours of work for plant employees in Manufacturing averaged from 41¾ hours in British Columbia to 49·4 hours in Newfoundland (Table IIa). The average work week was about 47¼ hours in the Maritime Provinces, which includes Newfoundland, 45¾ hours in Quebec, and 43½ hours in both Ontario and the Prairie Provinces.

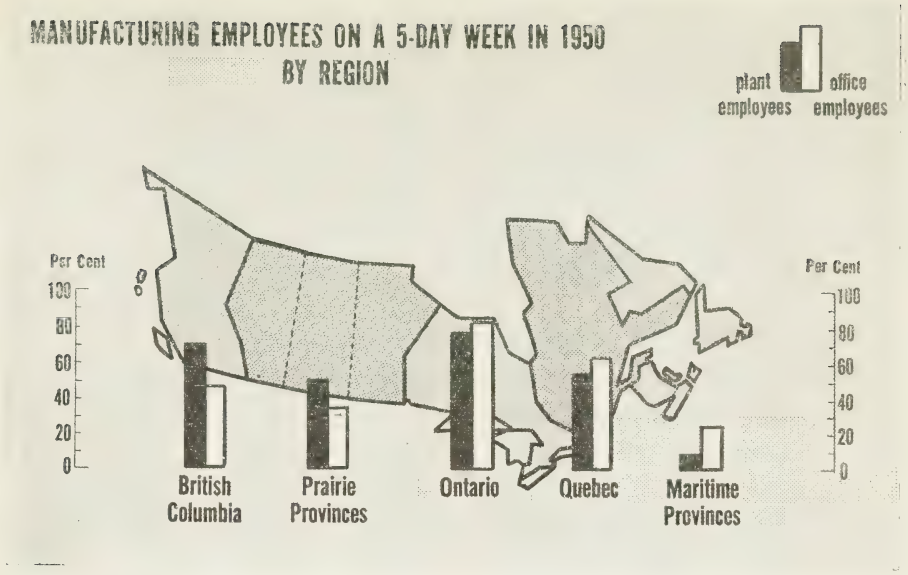
The normal work week varied to a marked degree in the Maritime Provinces. The work week averaged 49·4 hours in Newfoundland, as mentioned above, 46·4 hours in Prince Edward Island, 46 hours in Nova Scotia and 47·8 hours in New Brunswick. More than one-half of the workers in Newfoundland and Nova Scotia were reported working 48 and 44 hours a week respectively, whereas in New Brunswick 30 per cent were working 48 hours and 25 per cent were working 44 hours.

The largest group of plant employees in Quebec, 30 per cent, were on a 48-hour week, and a further 20 per cent were on a 45-hour week. Sixteen per cent of the workers were reported on a 40-hour week in that province and 11 per cent on a 44-hour week. In Ontario, 35 per cent of the plant employees were on a 40-hour week in 1950, 10 per cent were on a 44-hour week, 23 per cent on a 45-hour week and 15 per cent on a 48-hour week.

The average work week was about the same in the three Prairie Provinces, 43·4 hours in Manitoba, 43·7 hours in Saskatchewan and 43·5 hours in Alberta. The largest groups of workers in Manitoba and Alberta, more than 30 per cent in each province, were working 40 hours a week, whereas the largest group in Saskatchewan, 46 per cent, was working 44 hours.

The predominant work week in British Columbia was one of 40 hours, with almost 60 per cent of the plant employees on that schedule. A further 27 per cent of the workers were on a 44-hour week.

A comparison of the proportion of plant employees normally working less than 44



hours, from 44 to 45 hours and more than 45 hours a week in 1950 will give some indication of the variation in the work week between regions:—

Region	Per cent of plant employees working: Less than 44 hours	44 to 45 hours	More than 45 hours
Canada	**39**	**32**	**29**
Maritime Provinces	7	39	54
Quebec	23	31	46
Ontario	47	33	20
Prairie Provinces	46	31	23
British Columbia	69	27	4

The distribution of manufacturing establishments by province (Table IIb), arranged according to the normal weekly hours of male plant workers, shows the same wide variation within and between industries as does the distribution of employees.

Normal Weekly Hours by City.—The normal work week for plant workers in Vancouver was less than in any of the other four major Canadian cities shown in Table III, averaging 41 hours. The work week averaged 44·2 hours in Halifax, almost 44 hours in Montreal, 42·5 hours in Toronto and 43 hours in Winnipeg.

The 44-hour week was predominant in Halifax, with 64 per cent of the plant employees normally working that schedule. In Montreal and Toronto the largest groups of employees, 30 and 42 per cent respectively, were reported working 40 hours a week; and the next largest groups, 24 and 18 per cent respectively, working 45 hours. One-third of the workers in Winnipeg were normally on a 40-hour week and 27 per cent were on a 44-hour week. In Vancouver, three-quarters of the workers were also on a 40-hour week while the majority of the remainder were normally working 44 hours.

Some indication of the difference in the distribution of normal weekly hours in the five cities may be obtained by comparing the proportion of employees in each city working less than 44 hours a week. Eighteen per cent of the employees in Halifax, 40 per cent of those in Montreal, 65 per cent in Toronto, 50 per cent in Winnipeg and more than 80 per cent in Vancouver were on a normal work week of less than 44 hours in 1950.

The major change in the normal work week during the year previous to October, 1950[4] was the noticeable reduction in hours in both Halifax and Winnipeg. Whereas only 3½ per cent of the plant employees in Halifax were working 40 hours a week in 1949, almost 14 per cent were on

[4] Comparable information on the normal work week in 1949 is contained in the article, "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1949", THE LABOUR GAZETTE, July 1950, p. 1014.

this work week in 1950. One-half of the employees in Winnipeg were normally working 42½ hours or less in 1950, as compared with just over one-quarter in 1949.

The Five-Day Week.—Fifty-seven per cent of the establishments employing 65 per cent of the plant workers in the Canadian manufacturing industries were operating on a five-day week in 1950. Of these employees on a five-day week, 44 per cent were normally working 40 hours a week and 25 per cent were working 45 hours.

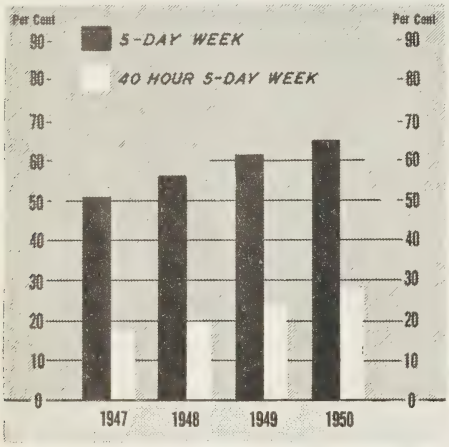
In all but four of the 17 industrial groups shown in Table IIa more than half of the plant employees were on a five-day week, and in three of the industries more than 90 per cent of the employees were normally working five days a week. These latter three industries were Tobacco and Tobacco Products, 96 per cent, Rubber Products, 92 per cent, and Electrical Apparatus and Supplies, 97 per cent. As was the case in 1949, the Paper Products Industry had the smallest proportion of workers on the five-day week, just over 20 per cent.

In the Durable Manufactured Goods Division about 73 per cent of the employees were on a five-day week, compared with 58 per cent in the Non-durable Goods Division of Manufacturing.

Comparing regions, the largest proportion of workers on a five-day week, 78 per cent, was reported in Ontario, and the next largest proportion, 70 per cent, in British Columbia. Fifty-four per cent of the plant employees in Quebec, 52 per cent in the Prairie Provinces and 9 per cent in the Maritime Provinces were normally working five days a week in 1950. The greatest proportionate increase in employees on a five-day week during the year occurred in the Prairie Provinces, mainly in Alberta.

The proportion of plant workers on a five-day week varied from 19 per cent in Halifax to 85 per cent in Toronto. Seventy-five per cent of the employees in Montreal, 54 per cent in Winnipeg and 80 per cent in Vancouver were also working five days a week in 1950. Except in Halifax and Vancouver, which had slight drops in the proportion of workers on a five-day week, these percentages show little change from 1949.

PLANT EMPLOYEES IN MANUFACTURING ON A 5-DAY WEEK AND ON A 40-HOUR 5-DAY WEEK, 1947 TO 1950



Normal Work Week of Office Employees

The normal work week of office employees in the manufacturing industries of Canada averaged 38¾ hours at October, 1950, one-quarter of an hour less than the average work week a year earlier.[5] About 47 per cent of the office employees were working 37½ hours a week or less and more than 83 per cent were working 40 hours or less.

The largest group of office workers, 27 per cent, were on a 37½-hour week in 1950, and the next largest group, 22 per cent, were on a 40-hour week. Between 1949 and 1950 there was a slight downward shift in the distribution of office employees in Manufacturing based on their normal weekly hours of work. This is seen in the following table:—

Normal Weekly Hours	Per Cent of Workers 1949	1950
Under 35	1.2	1.1
35	7.4	8.4
Over 35 and under 37½	8.2	10.8
37½	29.0	26.5
Over 37½ and under 40	17.0	15.0
40	19.1	21.7
Over 40 and under 44	9.5	8.4
44	6.0	5.0
Over 44	2.6	3.1
Total	100.0	100.0

In general, the normal weekly hours of office employees were less than the weekly hours of plant workers in the same establishment. The number of days worked per week, however, was more often the same for both office and plant employees. Almost 70 per cent of the office workers, compared with 65 per cent of the plant workers, were on a five-day week in 1950.

[5] See "Salaries and Hours of Office Employees in Canadian Manufacturing Industries, October, 1949", The Labour Gazette, January 1951, p. 25.

Provincial Legislation.—Legislation limiting hours of work in offices applies to the same provinces as that for factories, and provides for the same maximum hours of work. This information has been given in some detail in the section of this article relating to the normal work week of plant employees in Manufacturing (p. 799).

In Ontario, the maximum hours permitted for women and boys under 16 when exempted from the Hours of Work Act is 60 hours, but this restriction does not apply to offices. The limit of four hours overtime a week at time and one-half for women in factories in Saskatchewan applies only in centres from 300 to 500 population for women in offices. In British Columbia the legislation applies only to offices connected with works and undertakings covered by the Hours of Work Act.

Normal Weekly Hours by Province.—The normal work week of office employees averaged 38·4 hours in Ontario and 38·9 hours in Quebec (Table IVa). The corresponding weekly averages were 39·8 hours in British Columbia, 39·8 hours in the Maritime Provinces and 40·5 hours in the Prairie Provinces. In all of these regions the average work week was slightly less than in 1949.

There was a wide variation in normal weekly hours in each of the four Maritime Provinces. About half of the office employees in Newfoundland and Nova Scotia were normally working 37½ hours a week or less, but only 14 per cent in New Brunswick and 3 per cent in Prince Edward Island were in this group. On the other hand, two-thirds of the employees in Prince Edward Island and one-half of those in New Brunswick were working more than 40 hours a week, compared with one-quarter in the other two Maritime Provinces.

In both Quebec and Ontario about 29 per cent of the office employees in Manufacturing were normally working 37½ hours a week, and about one-half were working 37½ hours a week or less. Twenty-six per cent of the workers in Ontario were on a 40-hour week, as were 14 per cent in Quebec. About 19 per cent of the office employees in Quebec and 9 per cent in Ontario were on a normal work week longer than 40 hours.

The largest group of office employees in the Prairie Provinces were normally working 40 hours a week in 1950. Twelve per cent of the workers were on a normal work week of 37½ hours or less and 40 per cent on a work week longer than 40 hours. This latter proportion represents a slight decrease from 1949, when 46 per cent of the office employees were working more than 40 hours a week. One-half of the workers in Manitoba and Alberta and 40 per cent in Saskatchewan were normally working from 38 to 40 hours a week.

In British Columbia, 24 per cent of the office employees were working 37½ hours a week and 22 per cent were working 40 hours. The proportion of employees working 37½ hours or less increased in 1950 from 24 per cent to 32 per cent, whereas the proportion working more than 40 hours a week decreased slightly from 37 per cent to 35 per cent.

The distribution of office establishments according to the normal weekly hours of male office employees (Table IVb) shows an equally wide variation in the work week as does the distribution of employees. The largest group of offices, however, reported operating on a 40-hour week although these did not contain the largest group of office employees. The average size of the office staffs in the various groups of hours indicates that the larger office establishments were operating on a 37½-hour week in 1950.

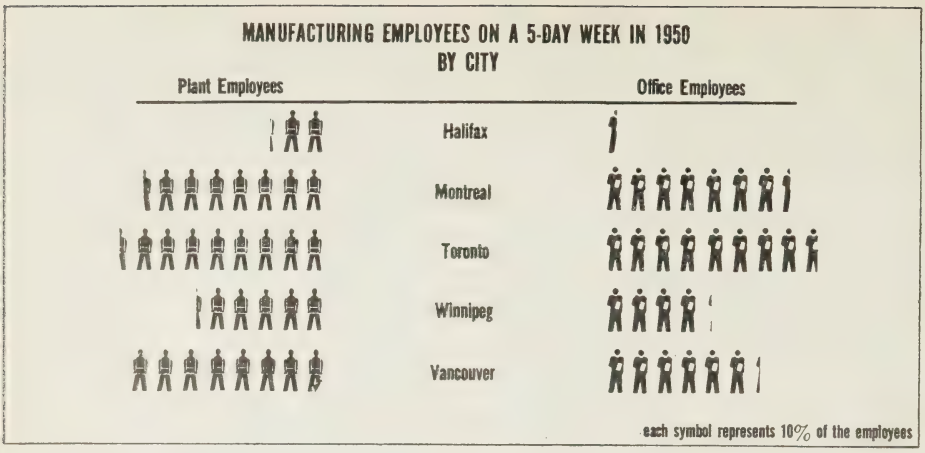
Normal Weekly Hours by City.—The average normal work week of office employees in the five major Canadian cities ranged from 37·9 hours in Halifax to 40 hours in Winnipeg (Table V). The normal work week averaged 38·1 hours in Montreal and Toronto and 39·4 in Vancouver. The largest change occurred in Halifax, where the average work week decreased one-half an hour from 1949.

In Halifax, 56 per cent of the office workers were on a 36½-hour week in 1950, and a further 16 per cent were on a 44-hour week. Two-thirds of the employees were normally working 37½ hours a week or less, and 21 per cent were working more than 40 hours.

The predominant work week in Montreal and Toronto was 37½ hours, with 37 and 40 per cent of the employees respectively on this work week. Just over 60 per cent of the office employees in both of these cities were normally working 37½ hours a week or less, and more than 85 per cent were working from 35 to 40 hours a week.

The average normal work week in Winnipeg was slightly longer than in the other cities, and the variation in the work week somewhat greater. Just 16 per cent of the office employees in this city were working 37½ hours a week or less, whereas 37 per cent were working more than 40 hours.

In Vancouver, about 36 per cent of the office employees were normally working 37½ hours a week and one-quarter were working 40 hours. Twenty-one per cent of the employees were working more than 40 hours a week, most of whom were working 44 hours.



The Five-Day Week.—Approximately 70 per cent of the office employees in Canadian manufacturing industries were reported on a five-day week in 1950. This is an increase of 4½ per cent over the proportion in 1949. Most of the employees on a five-day week were normally working 37½ or 40 hours a week.

The largest proportion of office employees on a five-day week, 83 per cent, was in Ontario, and the next largest proportion, 64 per cent, in Quebec. About 20 per cent of the workers in the Maritime Provinces were on a five-day week, varying from 3 per cent in Prince Edward Island to 50 per cent in Newfoundland. The corresponding proportions in Nova Scotia and New Brunswick were 14 per cent and 19 per cent respectively. In the Prairie Provinces 34 per cent of the office employees were on a five-day week in 1950, ranging from 27 per cent in Saskatchewan to 35 per cent in Manitoba and 36 per cent in Alberta. Forty-seven per cent of the workers in British Columbia were also on a five-day week.

The proportion of employees on a five-day week in the Maritime Provinces shows a substantial increase in 1950 over 1949, but most of this is due to the inclusion of the information for Newfoundland into this group for the first time in 1950. In Manitoba the proportion on a five-day week increased from 26 to 35 per cent, and in Alberta it increased from 27 to 36 per cent during the same period.

The proportion of office employees working a five-day week in the five major cities ranged from 5 per cent in Halifax to 87 per cent in Toronto. Seventy-six per cent of the workers in Montreal, 41 per cent in Winnipeg and 62 per cent in Vancouver were also on a five-day week in 1950. The largest increase in the five-day week took place in Winnipeg, where the proportion rose from 29 per cent in 1949 to 41 per cent a year later.

TABLE Ia.—NORMAL WEEKLY HOURS OF PLANT EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1950

Number of Employees

Normal Weekly Hours	Can. (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Plant Employees on a 5-Day Week											
Under 40	2,534					899	681	9			945
40	206,215	15	14	1,025	664	35,603	125,407	6,085	980	4,089	32,333
Over 40 and under 42½	28,403			66		7,968	12,607	1,659	542	1,356	4,205
42½	23,085			127		5,395	16,009	1,182	8	140	224
Over 42½ and under 44	9,130					661	8,290			139	40
44	37,046			88	9	14,532	20,209	995	247	404	562
Over 44 and under 45	480			28		37	399	16			
45	118,625	131		21	1,015	33,952	81,847	1,380		279	
Over 45 and under 47½	2,265					825	1,427	13			
47½	11,247				9	4,304	6,918	16			
48	21,700					10,213	11,469	18			
Over 48	7,366				25	6,514	376				451
Total	468,096	146	14	1,355	1,722	120,903	285,639	11,373	1,777	6,407	38,760
All Plant Employees											
Under 40	3,011	314		5	22	933	733	57	2		945
40	209,831	15	47	1,025	804	36,010	127,733	6,201	1,067	4,089	32,840
Over 40 and under 42½	33,094	22	98	81	45	8,099	16,159	1,755	776	1,656	4,403
42½	23,421			127		5,472	16,268	1,182	8	140	224
Over 42½ and under 44	12,262			12	1	1,451	10,183	4	1	516	94
44	97,655	136	65	9,378	3,364	23,935	36,150	5,089	2,357	2,197	14,984
Over 44 and under 45	1,101	96		28	270	82	600	16		9	
45	135,762	132	32	195	1,015	45,892	86,383	1,582		531	
Over 45 and under 48	22,225			250	451	7,634	12,162	733	16	979	
48	141,414	3,523	55	4,075	3,973	68,034	55,090	2,764	775	2,699	403
Over 48 and under 50	6,289	42	17	697	85	4,195	1,102	65	86		
50	15,369	306		463	535	10,392	3,037	472	2	24	138
Over 50	22,901	1,482	129	1,645	2,717	12,976	2,223	100	34	45	1,550
Total	724,335	6,068	443	17,981	13,282	225,105	367,823	20,020	5,124	12,885	55,581

(1) Includes 23 employees located in the Northwest Territories.

TABLE Ib.—NORMAL WEEKLY HOURS OF PLANT EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1950

Distribution of Establishments (according to hours of male workers)

Normal Weekly Hours	Can. (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Establishments on a 5-Day Week											
Under 40	47					12	16				19
40	1,567		1	14	4	353	718	95	15	48	319
Over 40 and under 42½	87			1		28	42	4	3	4	5
42½	213			1		30	156	16	1	2	7
Over 42½ and under 44	62					12	47			1	2
44	305			2	1	121	139	16	5	3	18
Over 44 and under 45	8			1		1	5	1			
45	812	2		1	4	166	624	11		4	
Over 45 and under 47½	39					15	23	1			
47½	108				1	28	78	1			
48	212					93	118	1			
Over 48	89				1	76	10				2
Total	3,549	2	1	20	11	935	1,976	146	24	62	372
All Establishments											
Under 40	53	2			1	13	18				19
40	1,599		2	14	4	361	727	96	18	48	329
Over 40 and under 42½	119	1	1	2	1	30	53	5	9	10	7
42½	217			1		30	160	16	1	2	7
Over 42½ and under 44	79					16	52			8	3
44	1,092	8	3	50	34	190	369	86	74	59	219
Over 44 and under 45	14	1		1	1	2	7	1		1	
45	907	2	1	6	4	189	660	18		27	
Over 45 and under 48	316			7	4	74	188	17	1	25	
48	1,142	17	3	49	21	332	575	38	37	61	8
Over 48 and under 50	140	1	1	14	3	84	32	2	3		
50	210	12		19	9	111	50	6	1	1	1
Over 50	377	22	6	50	45	197	37	3	3	2	12
Total	6,265	66	17	213	127	1,629	2,928	288	147	244	605

NOTE:—Four establishments did not employ male workers.
(1) Includes one establishment located in the Northwest Territories.

TABLE IIa.—NORMAL WEEKLY HOURS OF

Manufacturing Industries

Number of

Normal Weekly Hours	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Plant Employees on a 5-Day Week									
Under 40	2,534	3	.....	.....	2	155	451	2	50
40	206,215	16,034	328	8,494	2,399	5,154	25,045	19,130	3,135
Over 40 and under 42½	28,403	4,653	6,360	.....	201	2,233	2,034	107	357
42½	23,085	1,607	15	52	846	1,075	1,418	498	956
Over 42½ and under 44	9,130	641	.....	.....	.....	64	705	203	436
44	37,046	2,993	199	6	1,346	780	6,507	1,450	950
Over 44 and under 45	480	.....	.....	.....	.....	204	202	.....	.....
45	118,625	9,487	908	5,304	6,740	8,435	9,577	9,181	4,599
Over 45 and under 47½	2,265	238	.....	.....	15	108	356	413	107
47½	11,247	1,289	22	612	673	1,662	2,061	466	260
48	21,700	4,502	.....	6	1,597	4,015	1,717	886	1,444
Over 48	7,366	1,311	.....	154	.....	2,995	462	1,148	108
Total	468,096	42,758	7,832	14,628	13,819	26,880	50,535	33,484	12,402
All Plant Employees									
Under 40	3,011	324	3	.....	32	155	474	53	50
40	209,831	18,115	330	8,886	2,442	5,192	25,388	19,130	3,293
Over 40 and under 42½	33,094	7,407	6,360	.....	209	2,233	2,287	130	385
42½	23,421	1,672	15	52	846	1,150	1,433	498	956
Over 42½ and under 44	12,262	991	.....	.....	.....	670	857	203	675
44	97,655	16,045	227	6	2,467	8,870	9,218	8,097	4,783
Over 44 and under 45	1,101	43	.....	.....	.....	204	311	.....	.....
45	135,762	10,731	931	5,304	6,988	20,914	9,739	9,297	4,857
Over 45 and under 48	22,225	2,826	22	701	940	2,111	4,184	2,114	732
48	141,414	24,831	25	647	4,607	15,232	4,582	5,014	43,321
Over 48 and under 50	6,289	793	.....	.....	8	165	415	1,592	27
50	15,369	2,292	242	247	70	3,277	1,091	3,851	834
Over 50	22,901	7,353	39	19	269	2,739	224	8,356	199
Total	724,335	93,423	8,194	15,862	18,878	62,912	60,203	58,335	60,112

TABLE IIb.—NORMAL WEEKLY HOURS

Manufacturing Industries

Distribution of Establishments

Normal Weekly Hours	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Establishments on a 5-Day Week									
Under 40	47	.....	.....	.....	.....	3	6	1	2
40	1,567	108	3	9	46	51	398	132	34
Over 40 and under 42½	87	13	9	.....	4	6	21	1	3
42½	213	13	1	.....	10	5	22	13	8
Over 42½ and under 44	62	6	.....	.....	.....	3	8	3	5
44	305	23	4	1	13	8	82	26	12
Over 44 and under 45	8	.....	.....	.....	.....	3	2	.....	.....
45	812	42	4	10	62	60	75	90	46
Over 45 and under 47½	39	4	.....	.....	.....	5	8	6	4
47½	108	11	1	1	6	12	15	7	3
48	212	30	.....	1	24	37	26	14	12
Over 48	89	9	.....	1	.....	28	8	24	2
Total	3,549	259	22	23	165	221	671	317	131
All Establishments									
Under 40	53	2	.....	.....	1	3	7	1	2
40	1,599	121	3	10	46	51	406	132	34
Over 40 and under 42½	119	25	9	.....	6	6	25	1	4
42½	217	13	1	.....	10	5	22	13	8
Over 42½ and under 44	79	11	.....	.....	.....	5	12	3	5
44	1,092	217	8	1	33	38	138	150	26
Over 44 and under 45	14	2	.....	.....	.....	3	3	.....	.....
45	907	80	5	10	66	77	77	92	49
Over 45 and under 48	316	32	1	2	14	23	40	38	12
48	1,142	317	2	3	81	69	60	80	123
Over 48 and under 50	140	8	.....	.....	.....	8	11	27	1
50	210	32	2	3	2	29	7	69	5
Over 50	377	124	2	1	17	22	6	116	4
Total	6,265	984	33	30	276	339	814	722	273

NOTE:—Four establishments did not employ male workers.

PLANT EMPLOYEES BY INDUSTRY

of Canada, October 1950
Employees

Normal Weekly Hours	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
Plant Employees on a 5-Day Week									
Under 40	1,678	72	.....	19	.....	.....	.....	25	77
40	17,660	45,073	25,948	2,460	15,437	2,058	6,779	8,874	2,207
Over 40 and under 42½	125	1,327	371	2,955	5,048	342	.....	1,371	919
42½	515	6,713	1,702	873	2,162	603	.....	2,638	1,412
Over 42½ and under 44	18	624	597	121	4,489	36	.....	618	578
44	787	2,934	10,115	1,722	1,905	625	17	4,003	707
Over 44 and under 45	.....	.....	30	.....	.....	16	.....	28	.....
45	832	31,345	16,302	3,988	4,282	2,173	.....	2,204	3,268
Over 45 and under 47½	.....	539	.....	431	.....	58	.....	.....	.....
47½	.....	2,999	413	152	362	49	.....	98	129
48	6	3,462	808	2,419	86	159	28	295	270
Over 48	.....	411	.....	169	172	281	.....	2	153
Total	21,621	95,499	56,286	15,309	33,943	6,400	6,824	20,156	9,720
All Plant Employees									
Under 40	1,720	72	2	19	.....	3	.....	27	77
40	17,876	45,100	26,017	2,460	15,437	2,063	6,950	8,905	2,247
Over 40 and under 42½	311	1,328	455	2,991	5,048	561	883	1,586	920
42½	515	6,842	1,702	883	2,162	638	.....	2,638	1,419
Over 42½ and under 44	59	624	658	1,707	4,489	52	.....	699	578
44	2,779	11,653	18,168	2,998	2,188	1,844	662	6,468	1,182
Over 44 and under 45	.....	437	30	.....	.....	16	.....	60	.....
45	1,230	31,750	16,305	5,064	4,627	2,285	.....	2,451	3,289
Over 45 and under 48	250	4,069	2,172	683	479	462	.....	278	202
48	182	9,858	7,688	10,163	176	8,355	829	4,966	938
Over 48 and under 50	7	466	2,423	12	70	109	.....	42	160
50	.....	792	878	264	172	507	.....	27	825
Over 50	11	1,094	800	.....	.....	1,420	7	66	305
Total	24,940	114,085	77,298	27,244	34,848	18,315	9,331	28,213	12,142

OF PLANT EMPLOYEES BY INDUSTRY

of Canada, October 1950
(according to hours of male workers)

Normal Weekly Hours	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
Establishments on a 5-Day Week									
Under 40	29	.....	.....	1	.....	.....	.....	2	3
40	254	193	55	45	55	33	26	90	35
Over 40 and under 42½	2	7	2	2	9	2	.....	3	3
42½	10	45	12	7	22	4	.....	21	20
Over 42½ and under 44	1	5	5	3	6	2	.....	7	8
44	15	35	7	10	9	6	1	40	13
Over 44 and under 45	.....	.....	1	.....	.....	1	.....	1	.....
45	16	207	37	36	27	34	.....	30	36
Over 45 and under 47½	.....	3	.....	8	.....	1	.....	.....	.....
47½	.....	31	5	3	3	2	.....	4	4
48	1	30	5	7	3	6	1	7	8
Over 48	.....	7	.....	2	1	4	.....	1	2
Total	328	563	129	124	135	95	28	206	132
All Establishments									
Under 40	30	.....	.....	1	.....	.....	.....	3	3
40	258	195	57	45	55	33	27	91	35
Over 40 and under 42½	8	7	3	3	9	3	1	6	3
42½	10	46	12	8	22	5	.....	21	21
Over 42½ and under 44	3	5	6	4	6	3	.....	8	8
44	57	115	107	26	15	35	14	78	34
Over 44 and under 45	.....	2	1	.....	.....	1	.....	2	.....
45	28	212	37	38	28	36	.....	35	37
Over 45 and under 48	5	54	48	14	6	6	.....	12	9
48	6	82	135	21	5	62	18	55	23
Over 48 and under 50	1	10	65	1	1	2	.....	1	4
50	.....	13	26	3	1	11	.....	2	5
Over 50	1	20	34	.....	.....	23	1	3	3
Total	407	761	531	164	148	220	61	317	185

TABLE III.—NORMAL WEEKLY HOURS OF PLANT EMPLOYEES IN FIVE MAJOR CITIES

Manufacturing Industries of Canada, October 1950

Normal Weekly Hours	Number of Plant Employees					Number of Establishments (Distributed according to hours of male workers)				
	Halifax	Montreal	Toronto	Winnipeg	Vancouver	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Establishments on a 5-Day Week										
Under 40	.....	527	479	9	873	.....	10	14	.....	18
40	738	33,534	42,579	5,303	20,078	9	335	437	91	243
Over 40 and under 42½	66	6,171	7,373	608	208	1	23	28	2	2
42½	127	3,559	8,515	1,169	224	1	25	101	15	7
Over 42½ and under 44	.....	310	3,703	.....	40	.....	8	35	.....	2
44	88	8,715	6,541	870	333	2	75	83	15	14
Over 44 and under 45	.....	37	197	16	.....	.....	1	3	1	.....
45	.....	22,755	17,436	1,380	.....	.....	116	135	11	.....
Over 45 and under 47½	.....	582	572	13	.....	.....	13	12	1	.....
47½	.....	2,365	586	16	.....	.....	17	9	1	.....
48	.....	4,924	1,219	.....	.....	.....	37	19	.....	.....
Over 48	.....	1,265	57	.....	.....	.....	17	3	.....	.....
Total	1,019	84,744	89,257	9,384	21,756	13	677	879	137	286
All Establishments										
Under 40	5	528	497	57	881	.....	10	15	.....	19
40	738	33,909	44,573	5,836	20,416	9	341	443	92	249
Over 40 and under 42½	81	6,299	10,523	1,651	405	2	25	34	4	4
42½	127	3,636	8,610	1,169	224	1	25	103	15	7
Over 42½ and under 44	.....	433	3,707	4	40	.....	10	36	.....	2
44	3,488	12,798	8,855	4,633	4,619	23	118	149	79	86
Over 44 and under 45	.....	82	231	16	.....	.....	2	4	1	.....
45	17	26,843	18,660	1,504	.....	2	128	139	16	.....
Over 45 and under 48	52	4,363	2,458	721	.....	3	56	49	16	.....
48	601	17,301	6,823	1,241	122	6	138	94	19	4
Over 48	318	6,541	281	572	446	13	133	10	9	2
Total	5,427	112,733	105,218	17,404	27,153	59	986	1,076	251	373

TABLE IVa.—NORMAL WEEKLY HOURS OF OFFICE EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1950

Number of Employees

Normal Weekly Hours	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Office Employees on a 5-Day Week											
Under 35	**1,230**	.....	.....	.....	1	478	690	58	.....	.....	3
35	**11,023**	.....	.....	194	.....	3,387	6,951	128	36	12	315
Over 35 and under 37½	**10,544**	14	.....	.....	52	2,542	7,537	123	.....	84	192
37½	**34,881**	552	4	150	82	11,280	20,669	277	51	185	1,631
Over 37½ and under 40	**8,772**	37	.....	.....	.....	2,579	5,869	96	.....	.....	191
40	**25,168**	2	.....	39	162	4,444	17,450	799	228	766	1,278
Over 40	**2,578**	.....	.....	6	4	784	1,547	57	84	51	45
Total	**94,196**	605	4	389	301	25,494	60,713	1,538	399	1,098	3,655
All Office Employees											
Under 35	**1,530**	.....	.....	1	3	693	764	59	5	1	4
35	**11,271**	.....	.....	231	14	3,516	7,017	129	36	12	316
Over 35 and under 37½	**14,587**	14	.....	1,072	101	4,303	8,525	164	28	110	270
37½	**35,854**	552	4	153	104	11,401	21,228	280	55	198	1,879
Over 37½ and under 40	**20,295**	334	14	469	272	6,934	9,681	999	312	369	911
40	**29,301**	16	28	117	264	5,550	19,030	1,181	272	1,150	1,693
Over 40 and under 44	**11,391**	63	25	188	426	3,612	3,709	901	371	531	1,565
44	**6,756**	131	43	358	239	1,804	1,781	571	304	390	1,135
Over 44	**4,239**	95	20	165	153	2,248	1,080	94	88	264	18
Total	**135,224**	1,205	134	2,754	1,576	40,061	72,815	4,378	1,471	3,025	7,791

(1) Includes 14 office employees in the Northwest Territories.

TABLE IVb.—NORMAL WEEKLY HOURS OF OFFICE EMPLOYEES BY PROVINCE

Manufacturing Industries of Canada, October 1950

Distribution of Offices (according to hours of male workers)

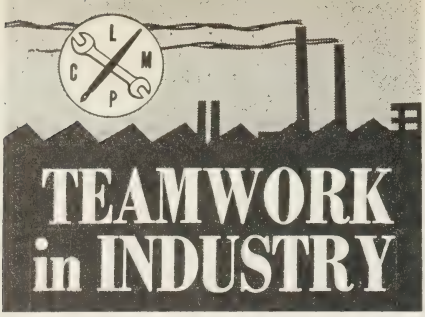
Normal Weekly Hours	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Offices on a 5-Day Week											
Under 35	84	.....	.....	.....	.....	37	42	4	.....	.....	1
35	511	.....	.....	1	.....	132	349	6	1	2	20
Over 35 and under 37½	193	1	.....	.....	1	44	135	5	.....	2	5
37½	591	2	1	5	2	141	380	11	2	6	41
Over 37½ and under 40	176	1	.....	.....	.....	38	126	3	.....	.....	8
40	759	1	.....	6	2	177	402	34	10	24	103
Over 40	203	.....	.....	2	1	73	105	10	2	3	7
Total	2,517	5	1	14	6	642	1,539	73	15	37	185
All Offices											
Under 35	96	.....	.....	.....	.....	43	46	4	1	.....	2
35	519	.....	.....	2	1	135	352	6	1	2	20
Over 35 and under 37½	323	1	.....	15	5	98	175	8	6	3	12
37½	625	2	1	5	3	149	398	11	2	8	46
Over 37½ and under 40	615	4	1	19	14	171	290	39	12	21	44
40	1,001	2	1	17	5	254	482	55	15	36	134
Over 40 and under 44	473	6	2	22	17	158	162	27	13	29	37
44	720	13	5	35	28	118	207	61	41	42	170
Over 44	664	23	6	47	31	229	233	26	26	35	7
Total	5,036	51	16	162	104	1,355	2,345	237	117	176	472

(1) Includes one office in the Northwest Territories.

TABLE V.—NORMAL WEEKLY HOURS OF OFFICE EMPLOYEES IN FIVE MAJOR CITIES

Manufacturing Industries of Canada, October 1950

Normal Weekly Hours	Number of Office Employees					Number of Offices (Distributed according to hours of male workers)				
	Halifax	Montreal	Toronto	Winnipeg	Vancouver	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Offices on a 5-Day Week										
Under 35	.....	433	93	58	2	.....	28	5	4	1
35	.....	2,178	2,871	128	110	.....	94	172	6	12
Over 35 and under 37½	.....	2,113	1,872	69	124	.....	33	37	4	3
37½	61	8,762	9,781	228	1,338	3	96	179	10	34
Over 37½ and under 40	.....	1,529	1,601	96	154	.....	18	43	3	6
40	8	2,422	4,375	692	812	2	108	156	31	67
Over 40	3	529	989	38	29	1	37	45	7	4
Total	72	17,966	21,582	1,309	2,569	6	414	637	65	127
All Offices										
Under 35	1	625	151	58	3	.....	30	8	4	2
35	35	2,189	2,898	129	111	1	95	172	6	12
Over 35 and under 37½	958	3,144	2,057	110	156	6	59	43	7	5
37½	61	8,796	9,924	228	1,486	3	99	187	10	36
Over 37½ and under 40	153	3,055	2,351	730	479	4	87	93	29	26
40	27	2,997	5,325	782	1,022	5	154	184	46	84
Over 40 and under 44	52	1,381	1,542	643	236	7	72	62	23	16
44	247	785	307	472	634	10	58	44	44	71
Over 44	27	535	159	77	3	6	83	28	17	1
Total	1,561	23,507	24,714	3,229	4,130	42	737	821	186	253



Meters, Motors and Men

"Teamwork does not just happen," Burns Morton, British industrial author, has pointed out. "It results from a carefully devised plan effectively executed."

Many Canadian companies are making effective use of carefully devised LMPC plans, suited to their particular situation, to achieve teamwork in production. An outstanding example is Sangamo Company Limited, electric meter and motor manufacturers at Leaside, Ontario. The Labour-Management Production Committee there is the subject of a research study just published by the Labour-Management Co-operation Service. The study is the fifth made on LMPC's in representative Canadian industries.

Entitled *Meters, Motors and Men,* the 32-page illustrated booklet describes the history and achievements of Sangamo's joint committee, in which Lodges 1755 and 235, International Association of Machinists (AFL-TLC) participate. Copies, in both French and English, are available on request.

Fighting Plant Fires

An LMPC at Ridgetown, Ontario, has produced a detailed plan for fighting plant fires, having organized a plant fire brigade, appointed a fire chief and laid down the procedure to be followed in case of fire. The plan calls for the holding of an unheralded fire drill each month.

The day-shift fire brigade at P. D. Bates Co., Limited, metal stamping and die manufacturing plant, consists of 38 men; the night-shift brigade of 24 men. The plant fire chief is an LMPC member. Participating union in this committee is Local 823, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL).

Another LMPC which gives much attention to fire prevention is that at the Peterborough Lumber Co. Ltd., Peterborough, Ontario. This committee, in which Local 509, International Woodworkers of America (CIO-CCL) is the participating union, has recently formed a Fire Prevention sub-committee of nine members as well as an Accident Prevention sub-committee of six members.

Using Employee Suggestions

Employee suggestions are encouraged by many LMPCs. An idea recently submitted to the LMPC at Penberthy Injector Company Limited, Windsor, Ontario, has reduced production costs and made an operation safer. A worker's suggestion received by the LMPC at the T. G. Bright & Co. Limited winery, Niagara Falls, Ontario, has increased production by more than 20 per cent.

Three outstanding suggestions were submitted recently to the LMPC at Bennett Limited, shoe findings establishment at Chambly Canton, Quebec. One suggestion, relating to the sharpening and finishing of punches, has resulted in a considerable saving of labour and material every month. A suggestion for a new punch increases the efficiency of cutting machines by three per cent. A third suggestion, that used files be reconditioned and returned to service rather than discarded, has increased the usefulness of the files 300 per cent at a relatively moderate cost, the company reports. This LMPC publishes a special bulletin announcing the award for the details of every outstanding employee suggestion.

The LMPC in the Shops and Repair Division, City of Winnipeg, after hearing a superintendent's report on the cost of operations for the past year, sponsored a meeting of all employees to acquaint them with the cost situation and ask their support for a cost reduction program.

Also at Winnipeg, the LMPC at Hilton Brothers Limited, corrugated shipping container plant, hears and discusses at every meeting reports by the manager and the superintendent on business conditions, orders, deliveries, supplies, schedules, equipment and materials. The same type of information is given to employees of Ray-O-Vac (Canada) Limited, also at Winnipeg, in an LMPC-produced newssheet which is inserted in the monthly newspaper of the parent organization, Ray-O-Vac Company, Madison, Wis.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Four industrial disputes were settled during April following Conciliation Board procedure. The Canada Labour Relations Board rejected an application for the amendment of the arbitration procedure in the collective agreement between the Wabash Railroad Company and the Brotherhood of Railroad Trainmen.

Introduction

During the month of April settlements were effected in four industrial disputes following reference of the matters in dispute to Boards of Conciliation and Investigation appointed by the Minister of Labour. In three of these cases, the settlement was reached following further intervention by officers of the Department of Labour.

The one dispute which was settled by direct negotiations between the parties following their receipt of the report of the Board of Conciliation and Investigation affected Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots' Association. The disputes in which further assistance was given by the Department of Labour following the release of the reports of Conciliation Boards involved (*a*) The Railway Express Agency, New York, N.Y. and the Canadian employees of the company represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; (*b*) The Alberta Wheat Pool and employees in its elevator department at Vancouver, B.C. represented by Local No. 333, International Union of Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and (*c*) Canada Coach Lines Limited, Hamilton, Ont., and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.

Reasons for Judgment were issued by the Canada Labour Relations Board during April rejecting an application made by the Brotherhood of Railroad Trainmen for the amendment of the procedure in the union's collective agreement with the Wabash Railroad Company for the final settlement of differences between the parties concerning the interpretation or violation of the said collective agreement. The arbitration provision containing the procedure had been established in 1946 by order of the Wartime Labour Relations Board (National). The application for the amendment of the arbitration procedure was made by the Brotherhood of Railroad Trainmen pursuant to a clause to the effect that, if either party should refuse or neglect to comply with the procedure, the other party might apply to the Board for an amendment.

The Brotherhood claimed that the Company had refused to join with it in the arbitration of grievances concerning claims of brakemen for Wabash rates of pay rather than Canadian National rates while engaged in joint way freight service over Canadian National lines between Detroit and Buffalo.

The Company contended that it was prepared to join in arbitration in regard to two claims involving specific persons because these claims had been processed in the manner prescribed in the agreement for submission of individual time claims, but that it was not prepared to arbitrate the general claim made by the Brotherhood for the future payment of certain wage rates. This contention was based on the ground that the submission of a general claim of this nature is premature until it has been processed in accordance with the procedure for submission of time claims contained in the agreement.

The Board stated that it was evident that the Company was under a misapprehension as to the purpose and scope of the arbitration provision and that if the Company's stand was valid, either party could block recourse to the grievance procedure by making a unilateral decision that a particular grievance was not arbitrable. The Board in its Reasons for Judgment pointed out that strikes and lockouts are prohibited while a collective agreement is in force, and that this provision is predicated on the proposition that

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

all differences concerning the interpretation or violation of agreements, not otherwise disposed of, will be finally disposed of under the procedure for final settlement contained in the agreement or established by the Board. The Board stated that the matters at issue were in effect alleged violations of the agreement and, as such, fall within the jurisdiction of an arbitration tribunal. It was stated further that it is a matter for an arbitration tribunal to determine whether, as the Company contends, the Brotherhood is precluded from submitting to arbitration any general claim for future payment for both present and future service, and whether claims of this nature must be individually submitted and processed. In the circumstances, the Board found it unnecessary to amend the arbitration provision.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of April. The Board issued two certificates designating bargaining agents, rejected two applications for certification, ordered two representation votes, rejected one application for the amendment of a provision established for the final settlement of disputes concerning the meaning or violation of a collective agreement, and rejected one application for revocation of certification. During the month, the Board received seven applications for certification and one application for revocation of certification.

Applications for Certification Granted

The National Association of Marine Engineers of Canada, Inc., District No. 3, on behalf of two units of employees, comprising marine engineers below the rank of chief engineer, employed by Colonial Steamships Limited, Port Colborne, Ontario, and Keystone Transports, Limited, Montreal (L.G., Feb., 1951, p. 190).

Applications for Certification Rejected

1. Local No. 12901, District 50, United Mine Workers of America, applicant, and Polymer Corporation Limited, Sarnia, Ontario, respondent, affecting employees in the company's styrene plant (L.G., March, 1951, p. 346). The application was rejected for the reason that the unit of employees affected was not appropriate for collective bargaining.

2. Detroit Local, American Federation of Radio Artists, applicant, and the Western Ontario Broadcasting Company, Limited, Windsor, Ontario, respondent (L.G., April, 1951, p. 502). The application was rejected for the reason that the Detroit Local was outside the territorial jurisdiction of the Board.

Representation Votes Ordered

The Board ordered representation votes of two groups of employees of the Canadian Pacific Railway Company, one group employed in the ticket office at Windsor Station, and the other group employed in the ticket offices at Place Viger Station and Park Avenue Station, all in Montreal. The votes were ordered following consideration of applications for certification submitted by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees on behalf of the employees concerned (See below and L.G., May, 1951, p. 674).

Application for Amendment of Arbitration Provision Rejected

The Brotherhood of Railroad Trainmen, applicant, and the Wabash Railroad Company, respondent (L.G., 1951, p. 502) (See Reasons for Judgment below).

Application for Revocation of Certification Rejected

The Prescott and Ogdensburg Ferry Co. Ltd., Prescott, Ontario, applicant, and the Canadian Navigators' Federation, respondent. The application, which was received earlier in the month, was rejected for the reason that the Board was not prepared to entertain an application for revocation at the stage reached in the conciliation proceedings between the parties (See Conciliation Proceedings before the Minister of Labour, L.G., March, 1951, p. 347).

Applications for Certification Received

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company employed in the Company's ticket offices at the Place Viger Station and the Park Avenue Station, Montreal (Investigating Officer: C. E. Poirier).

2. Canadian Airways Lodge No. 764, International Association of Machinists, on behalf of guards and/or watchmen employed by Canadian Pacific Air Lines Limited at Vancouver airport (Investigating Officer: D. S. Tysoe).

3. The National Association of Marine Engineers, on behalf of marine engineers, below the rank of chief engineer, employed by Canada Steamship Lines Limited, Montreal (Investigating Officer: C. E. Poirier).

4. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Keystone Transport Limited, Montreal, on board the vessels *Keyvive, Keywest, Keyshey, Keydon, Keybar, Keynor, Keybell, Keyport* and *Keystate* (Investigating Officer: C. E. Poirier).

5. United Grain Elevator Workers' Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of elevator department employees of the Searle Grain Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

6. Detroit Local, American Federation of Radio Artists, on behalf of radio announcers employed by Essex Broadcasters, Inc., Detroit, a subsidiary of the Western Ontario Broadcasting Company, Limited, Windsor, Ontario (Investigating Officer: R. L. O'Neill).

REASONS FOR JUDGMENT in application for amendment of arbitration provision, affecting

The Brotherhood of Railroad Trainmen, *Applicant*, *and*
The Wabash Railroad Company, *Respondent*.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills, A. R. Mosher and H. Taylor, members. The Judgment was delivered by the Vice-Chairman and Acting Chairman.

This is an application for the amendment of the procedure established by Order of the Wartime Labour Relations Board of April 24, 1946, for the consideration and settlement of differences concerning the interpretation or violation of the collective agreement (schedule) entered into between the Applicant and the Respondent, effective May 1, 1924, covering services of railroad trainmen on the Buffalo Division of the Wabash Railroad, as revised and reprinted on October 1, 1942.

The Order of the Wartime Labour Relations Board was made under the authority of subsection two of section eighteen of the Wartime Labour Relations Regulations. Section eighteen of those Regulations reads as follows:—

> 18. (1) Every collective agreement made after these Regulations come into force shall contain a provision establishing a procedure for final settlement, without stoppage of work, on the application of either party, of differences concerning its interpretation or violation;
>
> (2) Where a collective agreement does not provide an appropriate procedure for consideration and settlement of disputes concerning its interpretation or violation thereof, the Board shall, upon application, by order, establish such a procedure.

The Industrial Relations and Disputes Investigation Act, which came into effect September 1, 1948, contains in section nineteen thereof provisions to the same effect. The Wartime Labour Relations Regulations were revoked upon the coming into force of the said Act.

Subsection two of section seventy-two of the Industrial Relations and Disputes Investigation Act provides that every Order of the Wartime Labour Relations Board shall in so far as the said Order might be made under the said Act be deemed to have been made by the Canada Labour Relations Board.

While the collective agreement mentioned above was modified in some respects by a subsequent agreement entered into between the parties under date of December 1, 1950, this revision did not modify in any way the provisions of the procedure established and made applicable to the collective agreement by Order of the Wartime Labour Relations Board as aforesaid. The procedure consequently remains in full force and effect as a provision of and applicable to the collective agreement.

The provision so established by the Wartime Labour Relations Board, hereinafter referred to as the "arbitration provision", reads as follows:—

> ARBITRATION
>
> Any grievance which is not settled to the satisfaction of either the Union or the Company by conference or negotiation or otherwise in accordance with the provisions of this Schedule, shall upon the written request of either party, be submitted to an Arbitration Board, provided the grievance involves the interpretation or alleged violation of any provision of this Schedule.
>
> Grievances shall not be subject to arbitration which involve:
>
> (*a*) Any request for a modification of this Schedule;
>
> (*b*) Any matter not covered by this Schedule;
>
> (*c*) Any matter which is subject to final settlement by a government agency;
>
> (*d*) Any matter which by the terms of this Schedule is exclusively vested in the Company.
>
> The Arbitration Board shall be established within thirty days from the date the application for same is filed, and shall consist of three members, one of whom shall be selected by the Union and one of whom shall be selected by the Company and a Chairman selected by the two first-mentioned members of the Board. In the event of the failure of the two members of the Board so selected to agree upon the selection of a Chairman, the matter may be referred by either member to the Minister of Labour for Canada, who shall choose the Chairman.
>
> In event of any vacancy on the Board occurring by reason of death, incapacity or resignation, or for any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment of the Board in the first instance.
>
> A statement of the dispute or question to be arbitrated shall be submitted by both parties, either jointly or separately,

to all members of the Board within five days of appointment of the Chairman. The Board of Arbitration shall convene within 15 days after the appointment of Chairman unless otherwise mutually agreed by the parties and render its decision as soon thereafter as possible.

The decision of the Board shall be limited to the dispute or question contained in the statement or statements submitted to it by the party or parties. The decision of the Arbitration Board shall not change, add to, vary or disregard any provision of this Schedule.

Decisions of the majority of the members of the Arbitration Board, which are made under the authority of this arbitration clause, shall be final and binding upon the Company, the Union, and all persons concerned.

The expenses, if any, of the Members of the Arbitration Board shall be paid as follows: the Union shall pay the fees and expenses of the member chosen by it; the Company shall pay the fees and expenses of the member chosen by it; the fees and expenses of the Chairman shall be divided equally between the Company and the Union.

If either party shall refuse or neglect to comply with the provisions of this grievance procedure the other party may apply to the Wartime Labour Relations Board (National) who may amend this procedure as it deems appropriate.

The Applicant seeks to invoke the provisions of the last paragraph of the arbitration provision in making the present application for the amendment of the said arbitration provision.

The Applicant claims that the Respondent has refused to comply with the provisions of the arbitration provision in having failed to join with the Applicant in the arbitration of the following grievances, although requested to do so:—

(1) claim of brakemen C. W. Pearson and G. W. Clarke, Buffalo Division, for 113 miles plus 2 hours and 38 minutes road overtime at Wabash local freight rate for the services performed on trip St. Thomas to Jarvis and return to St. Thomas, January 23, 1950, and claim for all Wabash brakemen for Wabash rate of pay while engaged in joint way freight service on the Buffalo Division subsequent to January 23, 1950:

(2) claim of brakeman D. L. Jones, Buffalo Division, for 123 miles plus 8 hours and 5 minutes road overtime at through freight rates in lieu of 100 miles as allowed for services performed January 14, 1950.

The Respondent admits that a request was made by the Applicant for establishment of a board of arbitration in respect of above grievances. At the hearing the solicitor for the Respondent stated that the Respondent was prepared to join in arbitration to determine the claims of Pearson and Clarke, which are claims for Wabash rate of pay rather than for Canadian National rate of pay on the said run, which is over Canadian National Railway lines. The Respondent's solicitor explained that the Respondent is prepared to do this because these claims have been submitted and processed in the manner prescribed in the collective agreement for submission of individual time claims, and will be prepared to arbitrate other cases of a similar nature which have been similarly submitted and processed.

The Respondent is, however, not prepared to arbitrate the general claim which the Applicant has put forward for all Wabash brakemen for the future payment of Wabash rates of pay while engaged in joint way freight service on the Buffalo Division after January 23, 1950.

The Respondent bases its objection to the arbitration of this general claim which is in dispute upon the grounds that the submission of any claim of this nature to arbitration is premature until the claim has been submitted and processed in accordance with the procedure for submission of time claims contained in the collective agreement. The Respondent contends that in the meantime no claim exists which could be dealt with by the arbitrators and, consequently, the arbitrators would have no jurisdiction to deal with this general claim.

The Applicant on the other hand contends that the general claim or question as to whether Wabash rates of pay shall be payable to brakemen while engaged on the aforesaid service after January 23, 1950, is a difference between the two parties concerning the interpretation of the collective agreement and is arbitrable as such in accordance with the provisions of the arbitration provision.

It is evident that the Respondent is under a misapprehension as to the purpose and scope of the arbitration provision.

If Respondent's interpretation of the scope of the authority of the arbitration tribunal established under the arbitration provision was valid, it would be quite feasible for either party to this collective agreement or to any other collective agreement containing an equivalent provision to block recourse to the arbitration provision for disposition of a grievance concerning the interpretation or alleged violation of the agreement, by making a unilateral decision that the particular grievance sought to be submitted to arbitration by the other party is not an arbitrable grievance. The Board does not accept the Respondent's contention on this matter.

The Regulations did and the present Act does prohibit strikes and lockouts while a collective agreement is in force. This provision is obviously predicated upon the proposition embodied in Section 18 of

the Regulations and Section 19 of the Act that all differences concerning the interpretation or violation of the agreement not otherwise disposed of will be finally disposed of under the procedure for final settlement thereof contained in the agreement or established by the Board, as the case may be. The provision for final settlement must operate in a manner which will dispose of any difference between the parties concerning the interpretation or violation of the agreement as otherwise the provision would not be in compliance with the requirements of the Act.

In the present instance the matters which have been raised by the parties before this Board in the course of the hearing are in effect alleged violations of the agreement and as such fall within the jurisdiction of an arbitration tribunal to decide. Clearly it is a matter for an arbitration tribunal to determine whether, having regard for the provision in the collective agreement governing the processing and disposition of time claims, the Applicant is, as the Respondent contends, precluded from submitting for decision at this time any general claim for all Wabash brakemen for future payment for both present and future service for disposition as proposed by the Applicant. It is a matter for the arbitration tribunal to determine whether under its interpretation of the agreement claims of this nature must be individually submitted and processed as the Respondent contends.

This Board dealt with a similar issue in its decision and reasons for judgment issued in the case of La Fraternité Nationale et Catholique des Employés de Transport de Québec, Inc., and Quebec Railway, Light and Power Company under date of March 15, 1950, as follows:—

> It is not the duty or function of this Board to express any opinion as to the merits of the complaints of the employees or as to whether or not the complaints are matters which are in fact subject to arbitration under the provisions of the agreement. The question as to whether or not the grievances which have given rise to this application are matters which may be arbitrated is itself subject to arbitration pursuant to the provision which has been prescribed.

The Board has dealt with the matter of the application of the arbitration provision and the functions of the arbitration tribunal at some length for the benefit and guidance of the parties.

Subsection three of section nineteen of the Act requires that:—

> Every party to and every person bound by the agreement, and every person on whose behalf the agreement was entered into, shall comply with the provision for final settlement contained in the agreement and give effect thereto.

The parties should be governed accordingly.

In the circumstances, it is unnecessary to amend the arbitration provision.

(Sgd.) A. H. Brown,
Vice-Chairman
and Acting Chairman
for the Board.

E. D. Conner, Esq.,
H. P. Vidler, Esq.,
A. H. Balch, Esq.,
for the Applicant.
J. W. Pickup, Esq., K.C.,
F. A. Johnson, Esq.,
for the Respondent.

Dated at Ottawa, April 18, 1951.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During the month of April, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. The Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59, applicant, and the Canadian Marconi Company, respondent (Conciliation Officer: R. Trépanier).

2. The Canadian Air Line Flight Attendants' Association, applicant, and Canadian Pacific Air Lines Limited, respondent (Conciliation Officer: G. R. Currie).

Settlements Effected by Conciliation Officers

1. On April 5, the Minister received a report from R. H. Hooper, Conciliation Officer, indicating the settlement of matters in dispute between Northern Bus Lines Limited, Flin Flon, Manitoba, and Flin Flon Transportation Workers' Federal Union No. 272 (L.G., May, 1951, p. 677).

2. On April 19, the Minister received a report from R. Trépanier, Conciliation Officer, indicating the settlement of matters in dispute between the Shipping Federation of Canada, Inc., and Local No. 375,

International Longshoremen's Association, representing longshoremen in the Port of Montreal (L.G., May, 1951, p. 677).

Conciliation Boards Appointed

1. On April 9, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between Hull City Transport Limited, Hull, P.Q., and the Hull City Transport Employees' Syndicate. The Board was established following receipt of the report of L. Pépin, Conciliation Officer (L.G., May, 1951, p. 677). Constitution of the Board had not been completed at the end of the month.

2. On April 20, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the Canadian Overseas Telecommunication Corporation and Local No. 6, Canadian Communications Association. The Board was established following receipt of the report of L. Pépin, Conciliation Officer (L.G., May, 1951, p. 678). Constitution of the Board had not been completed at the end of the month.

3. On April 27, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the Canadian Marconi Company and the Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59. The Board was established following receipt of the report of R. Trépanier, Conciliation Officer (see above). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established by the Minister on February 14, 1951, to deal with matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Division No. 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., April, 1951, p. 503), was fully constituted on April 2 with the appointment of André Montpetit, K.C., Montreal, as Chairman. Mr. Montpetit was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Jean Gagné, Quebec, P.Q., and C. L. Dubin, K.C., Toronto, who had previously been appointed on the nominations of the company and union respectively.

Conciliation Board Report Received

On April 23, the Minister received a unanimous report from the Board of Conciliation and Investigation established to deal with matters in dispute between Canada Steamship Lines, Limited, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., May, 1951, p. 678). The text of the Board's report is reproduced below.

Settlements Following Conciliation Board Procedure

During April advice was received that settlements had been effected in the following disputes following receipt by the parties of the reports of Boards of Conciliation and Investigation:—

1. Canadian Pacific Air Lines Limited and the Canadian Air Line Pilots Association (L.G., April, 1951, p. 503).

2. The Railway Express Agency, New York, N.Y., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, representing Canadian employees of the Company (L.G., March, 1951, p. 347). The settlement was reached following further intervention by the Department of Labour.

3. The Alberta Wheat Pool (Elevator Department, Vancouver) and Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., May, 1951, p. 678). The settlement was reached following further intervention by the Department of Labour.

4. Canada Coach Lines Limited, Hamilton, and Local No. 1454, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., May, 1951, p. 678). The settlement was reached following further intervention by the Department of Labour.

Complaint Under Section 44 and Application Under Section 46 of Act

On April 24, the Minister received from the Canadian Brotherhood of Seamen a complaint under Section 44 of the Industrial Relations and Disputes Investigation Act that the Gulf and Lake Navigation Company, Limited, had violated subsections 1, 2 (*a*), and 3 of Section 4 of the Act. At the same time the Canadian Brotherhood of Seamen made an application to the Minister under Section 46 of the Act for consent to prosecute the Gulf and Lake Navigation Company, Limited, for the alleged violations. The complaint and application were still under consideration at the end of the month.

REPORT OF BOARD in dispute between

Canada Steamship Lines,
and
The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Seasonal waterfront freight handlers at Fort William and Port Arthur, Ont.)

On April 23, 1951, the Minister of Labour received a unanimous report from the Board of Conciliation and Investigation appointed to deal with a dispute between Canada Steamship Lines Limited and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, representing seasonal waterfront freight handlers employed by the Company at Fort William and Port Arthur (L.G., May, 1951, p. 678).

The Board was composed of His Honour Judge A. H. Dowler, Port Arthur, as Chairman, appointed by the Minister on the joint recommendation of the other two members, A. F. Hawkins and Alex Anderson, both of Fort William, appointed on the nominations of the Company and Union respectively.

The text of the Board's report is reproduced herewith.

To:
The Hon. MILTON F. GREGG,
Minister of Labour,
Dominion of Canada,
Ottawa, Canada.

SIR,

The Board herein was originally composed of His Honour Judge A. H. Dowler as Chairman, Mr. J. M. Paton, member recommended by the employer and Mr. Alex Anderson member recommended by the bargaining agent and following the resignation of Mr. J. M. Paton reconstituted by the same persons except Mr. J. M. Paton who was replaced by Mr. A. F. Hawkins.

Meetings of the Board herein were duly convened at the City of Port Arthur and representations on behalf of both employer and bargaining agent have been fully heard and considered.

The employer was represented by Mr. L. J. Stock, Superintendent of Operations, Montreal, Mr. N. Larivee, Superintendent of Lakehead operations, Montreal, and Messrs. C. Rogers, F. Tilbury and A. J. Miller and the bargaining agent by Mr. F. H. Hall, Vice-Grand President, Mr. H. Mead, General Chairman, Mr. A. Mose, Assistant to the Vice-Grand President and the following officials of Locals 408 and 418 of the bargaining agent: J. Bahlieda, J. Cizmar, J. Korchuska, T. Sepanary, E. Battiston, J. Hanson, T. Tomljenovich, L. Wavra and A. Harakal.

There had been a written collective bargaining agreement between the parties which has expired. The parties had been unable to agree on a renewal of this agreement and after negotiations between them and with the assistance of a Conciliation Officer were still unable to agree upon ten items but upon the hearing before this Board it was stated and the parties agreed that all such items had been determined amicably except with respect to Working Hours and Call Hours. Consequently, no further reference to any other items appears in this Report.

At the Board's request the parties carried on further negotiations with respect to Working Hours and Call Hours but reported to the Board that they were unable to reach an agreement and the following is a copy of a joint statement presented to the Board by the parties outlining their respective positions with respect to these two items upon which they wish to have the Board's decision:—

"Union Proposals:

1. Working Hours

   7 a.m. to 6 p.m. to be considered as a full day's work. Will work 30 minutes overtime at overtime rates to finish a boat.

   All work performed after 6 p.m. to be paid for at overtime rates of time and a half.

2. Call Hours

   First calls 7 a.m. to 9 a.m.; last call not later than 1 p.m.
   Employees shall not be paid for less than two hours for any call made.

Company Proposals:

1. Working Hours
   The Company agree that 7 a.m. to 6 p.m. be considered as a full day for men working such hours, but insists on the right to do work after 6 p.m. with another shift.

All work performed after 6 p.m. to be paid at a differential of 5 cents per hour.

2. Call Hours

Calls to be whenever work is available between 7 a.m. and 7 p.m., meal hours excepted.

Employees shall not be paid for less than two hours for any call made."

We regret to report that after representations had been made to the Board by the parties in support of their respective positions dealing with these two items that your Board was unable to accomplish an agreement between them.

We herewith submit the following unanimous report:—

1. Working Hours

The working day is to be from 7 a.m. to 12 midnight except meal hours from 12 noon to 1 p.m. and from 6 p.m. to 7 p.m. During such period a full day's work for an employee shall be ten (10) hours. No employee shall be discriminated against for declining to work more than ten (10) hours during such period but may do so voluntarily if requested by the employer.

The employees may be required to work 30 minutes at meal time and 30 minutes after midnight to complete loading or unloading a ship.

Work performed between 7 p.m. and 10 p.m. except on Saturdays; on Sundays and on Statutory holidays named in their agreement shall be paid at a differential of ten (10) cents an hour above the day rate: Work performed between 10 p.m. and midnight except on Saturdays; on Sundays and on Statutory Holidays named in their agreement shall be paid at a differential of 33⅓ per cent more than the day rate: Work performed on Sundays; on Statutory Holidays named in their agreement; after 7 p.m. on Saturdays and also to complete loading or unloading a ship as provided for in the preceding paragraph shall be paid at a differential of 50 per cent more than the day rate.

2. Call Hours

Call Hours to be from 7 a.m. to 9 a.m. and from 1 p.m. to 3 p.m.

Employees shall not be paid for less than two hours for any call made.

During discussions the Board concluded that the previous agreement between the parties contained no satisfactory clause referring disputes to arbitration which had not been amicably settled. We recommend that any future agreement contain an arbitration clause which refers all disputes of every kind and description, except those amicably settled, to arbitration with the employer selecting one arbitrator, the bargaining agent selecting another arbitrator, and the two thus chosen selecting a third arbitrator, if they can agree upon one.

If within seven days after their appointment the two arbitrators cannot agree upon a third arbitrator the Minister of Labour at Ottawa shall appoint the third arbitrator and this Board shall convene and render a decision which shall be final and binding upon both parties to the agreement.

In conclusion your Board wishes to say that the presentations made to it on behalf of both the employer and the bargaining agent were of great assistance in simplifying their understanding of the matters in dispute.

All of which is respectfully submitted this 21st day of April, A.D. 1951.

(Sgd.) A. H. Dowler,
Chairman.

(Sgd.) A. F. Hawkins,
Member.

(Sgd.) Alex Anderson,
Member.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Logging

BRITISH COLUMBIA COASTAL REGION—CERTAIN LOGGING FIRMS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreement to be in effect from February 16, 1951, to June 14, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., Oct., 1950, p. 1671) with the following changes and additions:—

Vacations with pay: a provision has been added that, for the purposes of this agreement, the words "two and one-half per centum" will be considered substituted wherever the words "two per centum" appear throughout the Annual Holidays Act of British Columbia.

Wage rates previously in effect shall be increased by 9 cents per hour except fallers, buckers, shingle sawyers and packers, who are paid on piece work rates. In addition, employees earning between $1.25 and $1.39½ per hour will receive an extra cent per hour, those earning from $1.40 to $1.49½ an extra 2 cents, those from $1.50 to $1.74½ an extra 6 cents and those earning $1.75 and over an extra 9 cents; sawmill lumber graders will receive an extra 3 cents per hour. Fallers and buckers, who are paid on a piece work basis, will receive an increase of $1 per day, to be paid on a daily basis; shingle sawyers will be granted an increase of 4 cents per square and shingle packers 3 cents per square, or alternatively, at the employees' option, an increase of $1 per day in lieu of piece work increases. The above increases are retroactive to January 1, 1951. The minimum rate for common labour shall be $1.29½ per hour.

Escalator clause (new): a cost-of-living bonus will be paid to all eligible employees, effective July 1, 1951, and January 1, 1952, based on the rise in the Dominion Bureau of Statistics' cost-of-living index. For each 1·3 point rise in the index above 172·5 (index figure for January, 1951) employees will receive a bonus of 1 cent per hour. If the index drops, the bonus will be adjusted downward by the same amount, provided, however, that a drop in the index below 172·5 will not affect wage rates payable under this agreement.

A Profit Sharing Plan in lieu of any wage increase during the period of the agreement is part of an agreement between the Sovereign Potters Limited and National Union of Pottery Workers.

An unusual agreement for the construction industry has been concluded between the Hydro-Electric Power Commission of Ontario and the Niagara Development Allied Council, A. F. of L., with respect to the "Sir Adam Beck Niagara Generating Station No. 2" project. In this case, the employer negotiated with an integrated council, representing 17 individual unions, on behalf of all unions.

Both agreements are summarized below.

Mining

Coal Mining

DRUMHELLER, LETHBRIDGE AND COALSPUR, ALTA.—THE DOMESTIC COAL OPERATORS' ASSOCIATION OF WESTERN CANADA (DRUMHELLER, LETHBRIDGE AND COALSPUR SECTIONS) AND UNITED MINE WORKERS OF AMERICA, DISTRICT 18.

Agreements to be in effect from February 17, 1951, to February 16, 1952. Sixty days prior to their expiration the 2 parties will meet to discuss a renewal of the agreements.

Union security and check-off: all men who work in and around the mines, who are eligible to become members of the union, shall join same and authorize their employers to deduct from their wages all membership dues, assessments and fines and to remit same to the union.

Hours: 8 per day 5 days a week, a 40-hour week. *Overtime:* time and one-half or rate and one-half for work in excess of above hours and for work on 10 specified holidays. Swing shifts may be employed on all continuous employment, without application of overtime rates, but in no case shall the additional time exceed on the average 2 hours per week.

Vacations with pay: one days' credit will be granted to any employee who has lost not more than 12 hours during the month; however, if any employee averages 20 working shifts per month during the year, he will be entitled to 12 days' vacations with pay. Such vacations may be taken only after 12 months' continuous employment. If a mine is idle on account of mine disability or lack of orders, employees shall be credited with this as a day providing they have not refused to perform work allotted to them.

Wage rates: the agreements contain schedules of rates paid per ton of coal mined, rates for timbering, brushing, etc.

Where daily rates are given, they are for certain classes (where 2 rates are shown, the higher rate or range applies to the Coalspur section): inside—machinemen, electric $12.97, helpers $11.64; miners timbermen, bratticemen, tracklayers $11.54 and $11.75; motormen $11.48; rope riders $11.32 and $11.36; buckers, unclassified labour $10.82 and $10.87; boys $9 to $10.21 and $10.01; outside—power house engineers $11.31 to $11.95 and $11.36 to $12.07; tail rope engineer $11.84 and $12.07; hoisting engineer $11.79 and $11.91; blacksmiths, carpenters, welders (certified) $11.74 and $11.85; locomotive engineer, car repairer, tipple engineer, timber framer $11.32 and $11.36; trade helpers, firemen, tipple dumpers, lampmen, teamsters $10.82 and $10.87; stablemen, slate pickers, car oilers, couplers, unclassified labour $10.59 and $10.87. When a miner is unable to earn the minimum wage of $11.54 or $11.75 (in the Coalspur section) due to abnormal conditions in his working place, the company shall make up the difference, provided the miner has done a fair day's work, and that regard shall be had to the pay period in which a deficiency is claimed. The rate for wet places shall be 50 cents per day extra. House coal and briquette prices to employees shall remain unchanged.

Welfare fund: all coal operators shall pay into the Welfare and Retirement Fund of District 18, United Mine Workers of America, 15 cents per ton on all coal sold or used.

Seniority rights: men having partial disabilities, received in and around the mine, shall be given preference over other workmen in the class of work they can perform. In case of a lay-off or in the taking on of men the employee with the longest continual term of service with the mine shall be given preference within the classification wherein he is employed. Employees' sons shall be given preference over other new men, provided they are able and competent to perform the work required.

Provision is made for the *settling of disputes*, for *checkweighmen* and the fixing of *prices for new work*.

WESTERN CANADA—THE WESTERN CANADA BITUMINOUS COAL OPERATORS' ASSOCIATION AND UNITED MINE WORKERS OF AMERICA, DISTRICT 18.

Agreement to be in effect from February 17, 1951, to February 16, 1952; the two parties will meet 60 days prior to the expiration to discuss its renewal. This agreement is similar to the one between the Domestic Coal Operators' Association and the union, summarized above.

Wage rates: the agreement contains schedules of rates paid per ton of coal mined, rates for timbering, brushing, etc. Where daily rates are given, the rates paid by most companies for certain classifications are as follows: inside—miners, timbermen, bratticemen, tracklayers $11.75; motormen, rope riders $11.36; buckers, unclassified labour $10.87, boys $9.82; outside—power house engineers $11.36 to $12.07, tailrope engineers $12.07, hoisting engineers $11.91; blacksmiths, carpenters $11.85; welders $11.36 and $11.85; locomotive engineers, car repairers, timber framers $11.36; trade helpers, firemen, tipple dumpers, lampmen, teamsters, stablemen, unclassified labour $10.87; boys $9.27.

Manufacturing

Vegetable Foods

SASKATOON, SASK.—THE QUAKER OATS COMPANY OF CANADA LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA, FLOUR AND CEREAL MILL WORKERS DIVISION, LOCAL 418.

Agreement to be in effect from February 1, 1951, to February 1, 1953, and thereafter from year to year, subject to notice.

Union security: every employee who is now or hereafter becomes a member of the union shall, as a condition of employment, maintain his membership; every new employee shall, within 30 days after the commencement of his employment, join the union.

Check-off: the company agrees to deduct from the pay of all employees, who so authorize, monthly union dues and to remit same to the union.

Hours: 8 per day, 44 per week. *Overtime:* time and one-half for work in excess of normally assigned hours and for work on Sundays (except where employees' regular work day or shift falls on Sunday), double time and one-half for 8 specified *paid holidays*. *Rest periods:* employees will be granted two 10-minute rest periods in each shift. Employees on the second shift when plant is operating on a 17-hour basis, and on all 3 shifts, when on a 24-hour basis, will be granted a paid meal period.

Vacations with pay shall be granted in accordance with the provisions of the Saskatchewan Annual Holidays Act (1944) as amended. Employees with 20 or more years' seniority shall receive 3 weeks.

Hourly wage rates for certain classes: male starting rate 99 cents, after 60 days $1.04; warehouse—checkers $1.11, truckers, loaders, labourers, sweepers $1.04, heavy duty loaders $1.08; mills—2nd miller $1.28, trick millers $1.24, bolters, packers $1.11, oilers and sweepers $1.04, grain elevator—maintenance men $1.28, firemen $1.18, distributors $1.13, shovellers, watchmen $1.04, female labour 81 to 87 cents.

Off-shift differential: employees on the second shift shall receive 3 cents and those on the third shift 5 cents per hour over and above the regular rate of the job.

The present guaranteed work plan shall be continued during the life of the agreement.

Seniority shall be on a departmental or occupational basis and shall apply in the case of a reduction of the working force. In cases of promotions, demotions, upgradings or transfers the skill, ability and efficiency of the employee shall be the governing factors, where other things are equal seniority shall apply.

Provision is made for *grievance procedure*.

Textiles and Clothing

MARYSVILLE AND MILLTOWN, N.B., CORNWALL AND HAMILTON, ONT.—CANADIAN COTTONS LIMITED AND TEXTILE WORKERS UNION OF AMERICA, LOCALS 854, 858, 806 AND 962.

Agreement to be in effect from December 18, 1950, to December 17, 1951, and thereafter from year to year, subject to notice.

Union security: all employees shall, as a condition of employment become members

of the union within 60 days of commencement of their employment. Following completion of the 60-day probationary period, a new employee shall be deemed to have been a union member as of the first month of his employment and shall be obliged to pay union dues accordingly, provided, however, that he may be exempted from the requirements of this provision for religious reasons. (Previous agreement provided for a union shop for new employees only, with maintenance of membership for all.)

Check-off: the company agrees to deduct union dues monthly from the pay of employees who voluntarily authorize such deduction, and to remit same to the union. Such authorization may not be cancelled prior to the expiration date of the agreement.

Overtime: time and one-half shall be paid for authorized work performed in excess of the standard work day or week for the shift being worked and double time and one-half for work on 5 specified *paid holidays* (an increase of 3).

Vacations with pay: 2 weeks to all employees having over 3 months' continuous service with pay equal to 4 per cent of the employees total earnings, including overtime, during the preceding 12 months.

Wage rates agreed upon by the parties to the agreement shall be effective for the term of the agreement.

Seniority rights shall be based on mill and departmental seniority, the first to be used as a basic factor in lay-offs and recalls and the second for promotional purposes after knowledge, skill and efficiency on the job have been given primary consideration.

Group Insurance Plan: the company agrees to continue to pay the full premium of the plan which covers life insurance, weekly sickness and accident benefits, hospitalization, surgical and medical benefits.

Provision is made for *grievance procedure.*

Wood Products

British Columbia Coastal Region—Certain Firms Engaged in Manufacturing of Rough and Dressed Lumber, Plywood, Veneer, Boxes, Shingles, Doors, etc., and International Woodworkers of America.

The agreement summarized above under "Logging" applies also to a number of companies engaged in manufacturing the above products.

Printing and Publishing

Montreal, P.Q.—The Employing Printers' Association of Montreal Inc. and The International Typographical Union, Local 176.

Agreement to be in effect from the first full payroll date following December 1, 1950, to November 30, 1951.

Union security: the employers agree to employ in their composing room mechanics and workmen, including foremen, who are members of the union in good standing.

Hours: 8 per shift, 5 days or nights a week, a 40-hour week. Employees shall not be required to work less than a full shift in any day or night, except in case of emergency. *Overtime:* time and one-half shall be paid for the first 3 hours and double time thereafter for work in excess of the regular hours and on the regular off-day or off-night; triple time will be paid for work on 7 specified *paid holidays.*

Vacations with pay: after one year's service 5 days, after 2 years' service 10 days; employees with less than one year's service shall receive one-half day, or pay in lieu thereof, for each 25 days worked.

Minimum hourly wage rates: journeymen, for day work $1.65, for night work $1.89¾; apprentices—from 31 per cent of journeymen's rate during first 6 months to 84 per cent during twelfth 6 months. Employees who lose situations by reason of a consolidation or merger shall be entitled to 2 weeks' severance pay at their regular rate.

Apprentices may be employed in the following ratio: for the first 2 journeymen one apprentice; for each additional 5 journeymen one apprentice; when 4 apprentices are employed an additional one may be employed for each 10 journeymen.

Provision is made for the *settling of disputes* and *seniority rights.*

Montreal, P.Q.—The Employing Printers' Association of Montreal Inc. and The International Printing Pressmen and Assistants' Union of North America, Local 52.

Agreement to be in effect from the first full payroll period following December 1, 1950, to the last full payroll period preceding December 1, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between the Employing Printers' Association of Montreal Inc. and the International Typographical Union, summarized above.

Minimum hourly wage rates: journeymen pressmen $1.65, two-colour pressmen, perfecting pressmen $1.80, rotary pressmen $1.85, two-colour rotary pressmen $1.90, pre-make ready journeymen $1.80; multiple colour rotary, 1st pressmen $2.10, 2nd pressmen $2; plater pressmen $1.45, rotary, perfecting and two-colour press assistant pressmen $1.45, apprentice pressmen and assistants $1.40; apprentices—from 31 per cent of journeymen's rate during first 6 months to 78 per cent during eighth 6 months, thereafter the equivalent of the full assistants scale of wages. Each succeeding year for 3 years an apprentice pressman shall receive an increase of one-quarter of the difference between the assistant's rate of wages and the journeyman pressman's scale until the full pressman's rate of wages is reached.

Night shift differential: for night work journeymen and assistants shall be paid 15 per cent over the day rate.

Montreal, P.Q.—The Employing Printers' Association of Montreal Inc. and The International Brotherhood of Bookbinders, Local 91.

Agreement to be in effect from the first full payroll period following December 1, 1950, to the last full payroll period preceding December 1, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one between the Employing Printers' Association of Montreal Inc. and The International Typographical Union, summarized above.

Minimum hourly wage rates: journeymen $1.65 for day work, plus 15 per cent for night work; journeywomen 82½ cents for day work, plus 15 per cent for night work;

apprentices, male—from 31 per cent of journeymen's rates during first 6 months to 84 per cent during twelfth 6 months; female—from 45 cents during first 6 months to 70 cents during sixth 6 months, full journeywomen's scale thereafter.

MONTREAL, P.Q.—VARIOUS PRINTING ESTABLISHMENTS (TYPOGRAPHICAL, PRESS AND BOOKBINDING DEPARTMENTS) AND LE CONSEIL SYNDICAL DES METIERS DE L'IMPRIMERIE INC.

The effective dates of the agreements vary, but they are all to be in effect for the period of one year and thereafter from year to year, subject to notice. The employers agree to give preference of employment to members of the union. The union grants the employers, parties to this agreement, the right to use the union label.

Check-off: the employers agree to deduct monthly union dues from the pay of employees who so authorize and to remit same to the union.

Hours: 8 per shift, the first 5 days or nights of a week, a 40-hour week. *Overtime:* time and one-half for the first 3 hours in excess of the regular hours per day or week, double time thereafter and for work on Sunday and on 8 specified *paid holidays*.

Vacations with pay: after one year's service 5 days, after 2 years' service 7 days and after 3 years' service 10 days; employees with less than one year's service will be granted one-half day for each 25 days worked.

Minimum hourly wage rates: journeymen compositors, machine keyboard operators, journeymen pressmen (cylinder) $1.60; assistant pressmen (cylinder) $1.32, feeders (cylinder) $1.14, pressmen on platen presses (automatic or hand fed) $1.40, feeders (platen presses), pressmen on rotary presses $1.80; assistant pressmen and feeders (rotary) $1.40, pressmen on 2-colour presses $1.75, assistant pressmen and feeders (2 colour) $1.40, journeymen bookbinders $1.60, experienced bookbinding girls 80 cents, journeymen castermen $1.60, caster runners, first 6 months 50 cents, second 6 months 61 cents. Apprentices, all departments—from 50 cents during the first 6 months to $1.34 during twelfth 6 months, female, bookbinding—from 50 cents during first 6 months to 75 cents during sixth 6 months.

Night shift differential: for night work employees shall be paid 15 per cent over the day rates.

Provision is made for *grievance procedure*.

MONTREAL, P.Q., OTTAWA, TORONTO, HAMILTON AND LONDON, ONT.—THE CANADIAN LITHOGRAPHERS' ASSOCIATION AND THE AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCALS 27, 40, 12, 42 AND 47, RESPECTIVELY.

Agreement to be in effect from February 12, 1951, to December 31, 1951, and thereafter from year to year, subject to notice. Preference in employment to those who have previous experience or training according to the standards generally recognized in the lithographing industry will be encouraged.

Hours: 8 per shift, Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 3 hours in each day, double time thereafter and for work on Saturdays (except when part of a regular scheduled night shift) and Sundays, and triple time for work on 8 specified *paid holidays*.

Vacations with pay: 2 weeks annually after one year's continuous service.

Minimum hourly wage rates: art department—artists (reproducers only) $1.94, engravers and letterers on drug label work $1.55, poster (crayon) $2.05, poster (letterers) $1.76, process (colour correctors) $2.19; camera department—camera operators $1.46 and $1.94, projection machine operators $1.94; plate making department—stone polishers $1.42, other classifications $1.94; plate grainers (up to plate size 44 x 64) $1.42 to $1.80; press department—multicopying machine operator, first year $1.32, thereafter $1.48; journeymen pressmen $1.48 to $2.57, depending on size and type of presses and the number of colours; feeder and feeder operators, first year $1.04 to $1.14, second year $1.13 to $1.32, thereafter $1.21 to $1.52; on 4-colour, sheet fed press 36 x 48 or over, first feeder operator $1.69, second feeder operator $1.57; lithographic press helpers, employed before January 1, 1951, 84 to 96 cents, employed after December 31, 1950, 70 to 80 cents. For new employees engaged as apprentices the minimum starting rate is 70 cents with an increase every 6 months until journeymen's rate is reached. The above rates are approximately 7·5 per cent higher than the previous rates with the exception of the rates for lithographic press helpers, engaged after December 31, 1950, and the minimum starting rate for apprentices; these rates are reduced 8 or 9 cents per hour. Employees below normal physical fitness may be granted permission to work at wages lower than the above.

Night shift differential: employees working on a night shift are to be paid at a rate 15 per cent higher than the day rate; only one shift shall be deemed the day shift, all others are night shifts.

Apprentices: the ratio of apprentices to journeymen is fixed; in no case shall there be more than one apprentice in any department with less than 7 journeymen. The apprenticeship period is 5 years except in the press room, where it is 4 years; however, in the press department an apprentice must serve as a feeder before taking charge of a press. His apprenticeship commences only from the time he takes charge of a press.

Welfare plan: the welfare plan as presently established (L.G., May, 1950, p. 691) shall be maintained for the lifetime of this agreement. Additional benefits for employees only will be provided by the employers under a Medical Expense Reimbursement Plan, such additional benefits to be effective as from January 15, 1951.

Metal Products

MONTREAL, P.Q. TORONTO AND LONDON, ONT.—GENERAL STEEL WARES LIMITED AND THE UNITED STEELWORKERS OF AMERICA, LOCALS 2847, 1111, 2771 AND 3368.

Agreement signed February 15, 1951, to be in effect until June 30, 1952, and thereafter save that from May 10, 1952, to May 30, 1952, or in any subsequent year, either party may, by notice to the other, terminate any provision or propose an amendment of, or substitution for, or addition to any provision in the agreement.

Union security: all permanent employees shall become and remain members of the union as a condition of employment.

Check-off: the company agrees to deduct from the pay of any employee who so authorizes the sum of 50 cents each week as union dues and to remit same to the union.

Hours of work and overtime: time and one-half shall be paid for work in excess of the stipulated hours per day or per night; double time will be paid to permanent employees for work on 8 specified *paid holidays. Rest and wash-up periods:* all employees shall have one 10-minute rest period and one 5-minute wash-up period during each full shift.

Vacations with pay: one week to employees with one year's seniority, 2 weeks to employees with 3 years' seniority and 3 weeks to employees with 25 years' seniority; employees with less than one year's seniority shall receive vacations with pay in proportion to their length of service.

Wage rates: all hourly rates are to be increased 6 cents per hour as of the date of the agreement and a further 5 cents per hour incerase is to be made July 1, 1951. Piece work rates are to be increased on average to equal the increase in the hourly rates, the exact increases to be worked out by the union, having regard to existing inequalities.

Escalator clause: during the life of this agreement, a cost-of-living bonus of one cent an hour shall be paid for every 1·3 points the cost-of-living index, as published in the LABOUR GAZETTE, is higher than 172·5. Such bonus will be effective with the first pay period following publication of the index. (This is a new clause.)

Off-shift differential: all employees working on shifts other than the regular day shift shall be paid a bonus of 5 cents per hour above the regular rates.

Seniority shall, except in special cases, be on a departmental or occupational basis; male and female employees shall be carried on separate non-interchangeable lists except where they are engaged on the same type of work. Seniority among female employees shall apply only to single women except where the employee is dependent on her own earnings.

Provision is made for *grievance procedure* and the *safety and health* of employees.

VICTORIA, B.C.—CERTAIN AUTOMOBILE DEALERS AND AUTOMOTIVE MAINTENANCE WORKERS' UNION, LOCAL 151.

Agreement to be in effect from February 1, 1951, to January 31, 1952, and thereafter from year to year, subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., June, 1950, p. 870), with the following changes and additions:—

Vacations with pay: this agreement provides that "employees third annual and subsequent holidays shall be two weeks with pay". Previous agreement provided that vacations with pay were to conform to the B.C. Holidays With Pay Act.

Escalator clause: a cost-of-living plan shall be adopted and shall be effective when the Dominion Bureau of Statistics' monthly index rises above the December, 1950, figure of 171·1. The bonus shall be computed on the basis of 25 cents per week for each rise of one point in the index. Adjustments in the wage scale will only be made as the index passes 5-point intervals, up and down, above 171·1.

Hourly wage rates are increased 8 to 17 cents and are now as follows: journeymen—all trades $1.45, mechanic's helper 91 cents to $1.24, lubrication 87 cents to $1.11, washers 86 cents to $1.06, janitors 85 cents, service station attendants 87 cents to $1.11; service salesmen (per week) $50.27 to $62.37, parts men (per week) $31.46 to $57.20. The above rates include the cost-of-living bonus.

Non-metallic Minerals, Chemicals, etc.

HAMILTON, ONT.—THE SOVEREIGN POTTERS LIMITED AND NATIONAL UNION OF POTTERY WORKERS, LOCAL 4 (CCL).

Agreement to be in effect from October 1, 1950, to June 30, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., Jan., 1950, p. 74), with the following changes and additions:—

Hours are reduced to 8 per day, 5 days a week, a 40-hour week (previously 9 per day, 5 days a week or, in certain cases, 8 per shift, 6 shifts a week).

Hourly wage rates are unchanged, but a *Profit Sharing Plan* is agreed upon in lieu of any wage increases during the period of the agreement. According to the plan, the basis of determination of the profits shall be the net profit before federal and provincial corporate income taxes, but after all other normal charges, are deducted. The company shall first deduct from such net profits a sum equivalent to 5 per cent of its capital employed in the business at the beginning of the year. One-half of the balance shall be shared; all employees of the company "shall share equally in the proceeds on the basis of the relationship of the hours worked by each employee to the total hours worked by all employees." Losses in any fiscal year shall not be carried forward in determining the following year's net profit.

TORONTO, ONT.—REXALL DRUG COMPANY LIMITED AND INTERNATIONAL CHEMICAL WORKERS UNION, LOCAL 279.

Agreement to be in effect from December 11, 1950, to December 10, 1951, and thereafter from year to year, subject to notice. This agreement is similar to the one previously in effect (L.G., April, 1950, p. 515), with the following changes and additions:—

Union security: a union shop clause has been added providing that all present employees who are not members of the union shall, as a condition of continued employment, join the union within 30 days after the effective date of the agreement. (The previous agreement provided for a union shop for new employees only, with maintenance of membership for all.)

Vacations with pay: 2 weeks are now granted after 3 years' service instead of after 4, as previously. The provisions of 1 week after 1 year's service and 3 weeks after 25 years' service are unchanged.

Wages: the previous hourly wage rates only are increased by 8½ cents per hour. Immediate measures will be started by the company to convert all possible finishing operations now on the hour-time basis to the piece-work basis.

Escalator clause (new): if, on June 10, 1951, or thereafter the official cost-of-living index has risen at least 6 points above the stated official index published during the month of December, 1950, one cent per hour shall be added to the hourly wage rate only of all employees for each full one and one-half points rise in the index, such increase to become effective on the Monday following the date of publishing of the applicable official cost-of-living index.

Construction

NIAGARA FALLS, ONT.—THE HYDRO-ELECTRIC POWER COMMISSION OF ONTARIO (SIR ADAM BECK NIAGARA GENERATING STATION NO. 2) AND THE NIAGARA DEVELOPMENT ALLIED COUNCIL, A.F. OF L., COMPRISING SEVENTEEN INTERNATIONAL UNIONS.

Agreement to be in effect from March 4, 1951, until the completion of the project, provided, however, that on March 1 of each succeeding year the wage rates shall be subject to review at the instance of either party on 30 days' notice prior to the relevant March 1.

Union security: all employees under this agreement shall, as a condition of employment, be members of, or secure membership in, a member union and maintain such membership in good standing. No employee is required to join more than one member union. Questions of jurisdiction shall be adjusted in conformity with the regulations of the American Federation of Labour. Employees secured through sources other than the union must, within 15 days from the date of engagement, apply for membership in the appropriate member union.

Check-off: a check-off system for initiation fees and union dues shall be instituted and made operative for the lifetime of this agreement, deductions under it shall commence on submission by the union of a standard check-off authorization. In the event of a transfer from the project to another construction project of the employer, a member employee's check-off shall continue for a period of 3 months.

Hours: 9 per day Monday through Thursday, 8 on Friday, a 44-hour week, except for camp staffs whose hours on duty shall be 8 per day, 6 days per week. *Overtime:* time and one-half for work in excess of above hours and double time for work on Sundays and on 8 specified holidays. In the event that it should be decided to work in tunnel operations three 8-hour shifts, 6 days per week, 44 hours shall be worked at straight time and the remainder at time and one-half.

Vacation allowances: vacation credits shall be 4 per cent of earnings. The 2 parties shall, before December 1, 1951, examine the question of the method of granting vacations, including the possibility of a shut-down during the Christmas season.

Hourly wage rates for certain classes: electrical workers, plumber, steamfitter, pipefitter and pipe welder, sheet metal workers, terrazzo mechanics, tile setters $1.75; boilermakers (repair work), carpenters, iron workers, welders (certified), blacksmith and drill sharpener, linemen, cribmen $1.70; asbestos mechanics $1.65; engineers $1.15 to $1.75; cement masons on buildings $1.45; cement finishers, firemen, roofers $1.15; machinists $1.55 and $1.70; truck drivers $1.15 and $1.25; tunnel workers, miners and drillers $1.35, muckers $1.10 (plus incentive 5 to 10 cents); powdermen $1.25; conveyor men $1.10; unskilled labourers (minimum rate) $1 (plus incentive 5 to 10 cents). The rates for the Commission's regular employees who are members of the union shall be the rates as set forth above less an amount not in excess of 6 per cent. Tunnel workers, except where listed, shall be paid 10 cents per hour extra. Truck drivers who regularly work both above and below ground will be paid 5 cents per hour extra.

Provision is made for *grievance procedure.*

Transportation and Public Utilities

Water Transport

SAINT JOHN, N.B.—THE NATIONAL HARBOURS BOARD AND THE NATIONAL HARBOURS BOARD EMPLOYEES FEDERAL UNION NO. 24 (TLC).

Agreement to be in effect from November 1, 1950, to October 31, 1951, and thereafter until either party gives 2 months' notice for revision or termination.

Hours: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week; for stationary firemen 8 per day, 6 days a week. *Overtime:* time and one-half for work in excess of regular assigned hours and double time for work on Sunday (or the alternative day of rest) and on 7 specified *paid holidays*, provided, however, that any employee may, at the option of the port manager, when required to work on a paid holiday, be paid at regular rates for normal hours worked and shall be allowed, in addition, vacation leave with pay of one day for each day of normal hours worked. Watchmen shall be paid at straight time rate for all hours worked. Employees who are required to work 8 consecutive hours will be allowed 20 minutes for lunch without deduction of pay.

Vacations with pay: for each of the first 3 years of service, after last entry into harbour service, $\frac{1}{2}$ day per month worked in each such year, for the 4th and 5th years of service $\frac{3}{4}$ days per month in each year and for the 6th and subsequent years one day per month worked in each such year. Vacation leave credit will accrue but no vacation will be granted in the first 6 months of service.

The above provisions regarding hours of work, overtime, paid holidays and vacations with pay do not apply to salaried employees.

Hourly wage rates for certain classes: maintenance and operation—carpenter, electrician, fitter (steam) $1.13; painter $1.05, blacksmith $1.02; fire equipment inspector, rigger $1; fireman (stationary) motorboat operator, timberman 95 cents; utility man, waterman 90 cents; labourer 85 cents, watchmen 80 cents; floating crane—operator $1.20; signalmen $1, deckhand, fireman 95 cents; locomotive crane—operator $1.23, firemen $1, coal tender 95 cents; patrolmen $173 to $183 (per month).

Provision is made for *seniority rights* and *grievance procedure.*

Service

Public Administration

SASKATOON, SASK.—THE CITY OF SASKATOON AND THE FIREFIGHTERS' UNION, LOCAL 80.

Agreement to be in effect from January 1, 1951, to March 31, 1952, and thereafter from year to year unless terminated in accordance with the provisions of the Trade

Union Act or the following provision: if the January 1, 1952, cost-of-living index is 173·8 points or greater, the union may re-open the agreement, if it is 167·6 or below, the city may re-open it at that date.

Statutory holidays are recognized for non-firefighting employees. Firemen, lieutenants and captains shall be paid 4 days' wages and, in addition, they are to receive 4 days' time off in lieu of 8 statutory holidays.

Vacations with pay: all employees shall be entitled to 21 days per year after completing one year of service.

Sick pay: employees shall be allowed sick pay at the regular rate for a reasonable length of time, subject to the discretion of the city commissioner.

Monthly wage rates: firemen $150 to $210, lieutenant $220, captain $235, chief fire inspector $240, fire inspector $220; motor mechanic, maintenance man $235; fire and police alarm superintendent $250, assistant $220. In addition to the above wages all employees shall receive any special cost-of-living bonus which the city council may grant to civic employees for the period January 1, 1951 to March 31, 1951.

Seniority: the promotion of all employees shall be based on record, seniority and written and oral examinations, with the greatest emphasis on efficiency. No officer or man in the fire department shall be promoted after he has reached the age of 57 years except with the approval of the city council.

Provision is made for *superannuation* and *grievance procedure.*

VANCOUVER, B.C.—THE BOARD OF POLICE COMMISSIONERS AND CITY POLICEMEN'S FEDERAL LABOUR UNION, LOCAL 12 (TLC).

Agreement to be in effect from March 1, 1951, to February 29, 1952.

Hours: 8 per day, 5 days a week, a 40-hour week. *Overtime:* employees will be allowed time off for attendance at court. Straight time off will be allowed for an extended tour of police duty up to 2 hours and for 7 specified holidays; time and one-half will be allowed for any time in excess of 10 hours' regular police work and for ordinary call outs of one day. Straight time pay will be allowed for all time in excess of regular detailed working hours for strike duty or civil disturbance, provided, however, that a minimum of 20 men are involved for at least 2 hours.

Vacations with pay: after one year's continuous service employees will be granted 16 days annual leave and after 15 years' continuous service or after attaining the rank of sergeant or detective 23 days. The above periods shall be the maximum leave granted irrespective of the number of weekly leave periods that fall during such periods of annual leave. Employees who join the service prior to August 1 in any year shall be entitled to 7 days' annual leave for the current year.

Monthly wage rates: constable, first class $281, second class $258, third class $230 probationer $202 and $213; detective, patrol sergeant $309; detective sergeant $337; policewoman or matron, first class $241, second class $218, third class $196, probationer $168 and $179. Constables assigned to prowler squad duty shall receive an increment of $8 per month while assigned to such duties.

Uniforms shall be provided by the employer for all uniformed officers. Detectives and plain clothes constables shall be granted a cash allowance in lieu of the uniform.

All members of the force shall be provided with free street-car passes so long as the B.C. Electric Railway Company agrees to continue the present arrangement to that effect.

All police officers shall be covered by the type of accident and sickness policy presently in force, paying compensation at the rate of $30 per week. When an employee is injured while on duty the city shall receive his compensation cheque and pay him his full wages. All employees who so wish may be covered by the Credit Unions and Co-operatives Health Services Society and the city will contribute to the premium $2.50 per month in the case of a man with dependents and $1.25 in the case of a man without dependents.

Provision is made for the *settling of grievances* and *seniority rights.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the amendment of 19 agreements. In addition to those summarized below, they include: the amendment of the agreements for grocers and butchers at Sherbrooke, for retail stores at Richmond and Melbourne and at Windsor and for tannery employees in the province gazetted March 24; for iron oxide miners at Red Mill and for funeral undertakers at Montreal in the issue of March 31, and for barbers at Montreal in the issue of April 21.

A request for the amendment of the agreement for the building trades at Drummond, Arthabaska and Nicolet was gazetted March 24; requests for the amendment of the agreements for garages and

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June 1934.

service stations and for the ornamental iron and bronze industry at Montreal, for barbers and hairdressers at St. Hyacinthe and at Chicoutimi, and for tannery employees in the province were published April 7. Requests for the amendment of the agreements for the handbag manufacturing industry in the province, for barbers and hairdressers at Hull, and for plumbers at Montreal were gazetted April 14. Requests for the amendment of the agreements for garage and service station employees and for the building trades at Quebec, for the building trades at Drummond, Arthabaska and Nicolet and at Sherbrooke were published in the issue of April 21.

Orders in Council were also published approving and extending the term of the levy of assessments on the parties to certain agreements and others approving special by-laws of certain joint committees.

Manufacturing

Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 12, and gazetted April 14, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept., p. 1306, Oct., p. 1474; April, 1949, p. 450, June, p. 735; Nov., 1950, p. 1903, and previous issues).

Cost-of-living bonus: all employers shall pay to their employees a cost-of-living bonus of 28½ cents per hour (previously 18½ cents per hour) with the following exceptions—employers who pay a sum equal to 3½ cents per hour for each regular and overtime hour worked by their employees into a social welfare plan shall only be required to pay a cost-of-living bonus of 25 cents per hour; employers in the odd pants and sportswear industry producing, in an amount exceeding 25 per cent of their total production garments not covered by this agreement, shall pay to their employees a cost-of-living bonus of 20 cents per hour; employers manufacturing children's sportswear and children's clothing, and girls' clothing (up to 14 years inclusive) shall pay a bonus of 17½ cents per hour; for apprentices with no previous experience in this industry engaged after the effective date of this amendment the cost-of-living bonus herein provided may be reduced by 7½ cents per hour for a period of 13 weeks, thereafter they shall receive the full bonus; for apprentices hired prior to the date of this amendment and engaged by employers who by a collective labour agreement with the union representing such employees, has agreed to give a second week's vacation with pay, to all employees with less than 2 years of service, the cost-of-living bonus herein provided may be reduced by 7½ cents per hour until said apprentices have completed 13 weeks of service. Manufacturers operating within the limits of the city of Quebec shall pay a cost-of-living bonus of 26 cents per hour instead of the general bonus of 28½ cents per hour. Manufacturers who contracted for military uniforms on a lump sum basis for the account of the Federal Government and whose tenders have been accepted prior to February 24, 1951, shall continue to pay a cost-of-living bonus of 18½ cents per hour; however, from August 31, 1951, the general cost-of-living bonus shall be paid on such contracts.

Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated March 28, and gazetted April 7, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543, Dec., p. 1803; May, 1948, p. 486; May, 1949, p. 604).

Minimum hourly wage rates: the new ranges of minimum wage rates to be in effect from April 1, 1951, are shown in the table on page 828. (The minimum rates for journeymen compositors, journeymen keyboard machine operators, proof readers, castermen, journeymen bookbinders and operators on machines (bookbinding) are 15 cents per hour higher than those formerly in effect in zone I, 12 cents higher in zone II and 10 cents higher in zone III; rates for journeymen pressmen represent increases ranging from 9 to 17 cents per hour in the 3 zones and for assistant pressmen and feeders from 7 to 13 cents per hour; other classifications benefit by increases ranging from 2 to 13 cents per hour in all zones.)

Provisions governing apprenticeship regulations are included in this amendment.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL, THREE RIVERS AND SHERBROOKE DISTRICTS.

An Order in Council, dated March 22, and gazetted March 31, amends the previous Order in Council for this industry (L.G., Feb., 1951, p. 233).

Territorial jurisdiction: the area affected by this agreement which formerly comprised Montreal and district only is now extended and comprises: zone I—the Island of Montreal, Ile Bizard, the counties of Terrebonne, Laval, Deux-Montagnes, Argenteuil, Soulanges, Vaudreuil, Beauharnois, Châteauguay, Laprairie, Chambly, St. Jean, and Iberville; zone II—the counties of Three Rivers, St. Maurice, Champlain, Maskinonge, Nicolet, Yamaska, Laviolette, Berthier, Drummond, Arthabaska, Portneuf, Joliette, L'Assomption, Montcalm, Rouville, St. Hyacinthe and Sherbrooke.

Minimum hourly wage rates in zone I remain unchanged at $1.25 for mechanics and erector, $1.12 for fitter and blacksmith, $1 for helper (shop and field); in zone II the new minimum wage rates are: mechanics $1, fitter, blacksmith 90 cents per hour; helper (shop or field) 80 cents.

The present agreement does not govern erection work in zone II nor does it apply to employers and employees in zone II executing contracts signed prior to January 1, 1951.

Non-metallic Minerals and Chemicals

GLASS PROCESSING INDUSTRY, QUEBEC.

An Order in Council, dated April 12, and gazetted April 21, amends the previous Orders in Council for this industry (L.G., Oct., 1950, p. 1679). This amendment to be in effect from February 1, 1951.

MINIMUM HOURLY WAGE RATES (DAY WORK) FOR JOB PRINTING TRADES, MONTREAL ISLAND AND WITHIN 100 MILES OF IT IN THE PROVINCE OF QUEBEC

—	Zone I	Zone II	Zone III
	$	$	$
Composing Room			
Journeyman compositor, journeyman machine keyboard operator, proof reader, casterman	1.55	1.27	1.15
Caster runner	.48— .73	.41— .62	.38— .59
Press Room			
Journeyman pressman (rotary presses, flat bed, cylinder presses, etc.)	1.55—1.72	1.27—1.33	1.15—1.26
Assistant pressman and feeders for above presses	1.10—1.33	.88—1.05	.82— .99
Journeyman pressman (platen presses and multicopying machines)	1.33	1.05	.99
Feeder on above presses	1.02	.83	.77
Bookbinding and Finishing Department			
Journeyman bookbinder and operators on machines	1.55	1.27	1.15
Paper trimmers and choppers	1.04	.83	.77
Female help (and males when replacing females) on hand operations; feeding (ruling, folding and stamping machines); operating stitching machines, sewing machines, numbering machines, punching machines, etc	.78	.64	.58
Apprentices (female)	.45— .70	.41— .62	.37— .56
All Departments			
Apprentices (male)	.48—1.31	.41—1.05	.38— .99
Helper (male) unskilled	.48— .59	.41— .51	.38— .48

Overtime provisions which provide double time for work on 3 specified *paid holidays* are extended to include St. Jean Baptiste Day.

Minimum hourly wage rates: the minimum wage scale previously in effect has been revised and instead of showing minimum and maximum rates only, it is now divided into 2 parts and the occupations are grouped as follows: part 1: setters class "A"—$1.03 per hour, class "B"—91 cents, class "C"—75 cents, first year 65 cents; bevellers, silverers, cutters class "A"—$1 per hour, class "B"—88 cents, class "C"—75 cents, first year 65 cents; in part 2: (no class "A"), scratch polishers, spinners, examiners, buffers, belt workers, frosters, sand polishers and draughtsmen class "B"—83 cents, class "C"—70 cents, first year 60 cents; silverers' helpers, spray painter class "B"—76 cents, class "C"—65 cents, first year 55 cents; shippers (full time) class "B"—93 cents, class "C"—77 cents, first year 65 cents; packer class "B"—81 cents, class "C"—70 cents, first year 60 cents; truck drivers class "B"—86 cents, class "C"—72 cents, first year 60 cents; warehousemen's and setters' helpers class "B"—78 cents, class "C" 68 cents, first year 60 cents. The progression of employees to a higher classification is determined in part I by the apprenticeship periods completed and length of experience in their trade and in part 2 by the length of experience in their trade or occupation. (The minimum rates shown above in part 1 for class "A" employees is 10 cents per hour higher than the maximum range previously in effect and 6 cents higher in part 2 for class "B" employees; rates shown for first year employees in parts 1 and 2 are similar to the rates previously in effect and formerly indicated as the minimum range.)

Construction

Building Trades, Hull.

An Order in Council, dated March 7, and gazetted March 24 extends the term of the previous Orders in Council for this industry (L.G., Jan., 1950, p. 78, April, p. 517, Nov., p. 1905; Jan., 1951, p. 64, March, p. 358) to November 12, 1951.

Another Order in Council, dated April 12, and gazetted April 21, further amends the previous Orders in Council for this industry.

Minimum hourly wage rates in zone I: rates for bricklayers, masons are increased from $1.55 to $1.70 per hour; painters from $1.10 to $1.22; common labourers until May 1, 1951, 85 cents (an increase of 10 cents), after May 1, 1951, 90 cents per hour. All urgent or special work which cannot be done during the daily working period may be carried out at any other time of the day, subject to notice to Parity Committee. This work is payable at regular rates plus 10 cents per hour, but the employees shall not work during the day.

Building Trades, Three Rivers.

An Order in Council, dated March 7, and gazetted March 24, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116; Feb., 1950, p. 209, Nov., p. 1905, and previous issues).

Minimum hourly wage rates: in accordance with a *cost-of-living* wage adjustment provided for in a previous amendment (L.G., Nov., 1950, p. 1906) the minimum rates for all employees of zone I governed by this agreement, with the exception of apprentices, are increased by 5 cents per hour effective from September 25, 1950, inclusive.

Building Trades, Montreal.

An Order in Council, dated March 28, and gazetted April 7, extends the term of the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067, Feb., 1951, p. 233) to June 1, 1951.

Building Trades, Joliette.

An Order in Council, dated April 4, and gazetted April 14, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1175; June, 1948, p. 620; June, 1949, p. 736; July, 1950, p. 1053, Nov., p. 1905, and previous issues).

Minimum hourly wage rates for selected classifications: bricklayer, sprinkler fitter, $1.25 per hour in zones I and II; carpenter-joiner, asbestos coverer, pipe insulation mechanic, roofer (slate, tile), roofer (composition, sand, gravel, asphalt), millwright, tile, asphalt and terrazzo layer, marble layer, pipe welder (acetylene and electricity) and rigger (hand and machine) $1.25 in zone I, $1.15 in zone II; electrician $1.30 in zone I, $1.25 in zone II; tinsmith, roofer, sheet metal worker (shop or job), plumber, steamfitter, pipe mechanic, oil burner mechanic $1.25 in zone I, $1.20 in zone II; power shovel operator $1.30 in zone I, $1.20 in zone II; cement finisher, blacksmith (on job), drill operator and blaster $1.20 in zone I, $1.15 in zone II; tractor operator, lather (metal or composition), reinforcing steel erector $1.10 in zones I and II; painter and decorator, pile driver (wood or concrete) $1.10 in zone I, $1 in zone II; bulldozer operator, grader operator, roller operator $1.05 in zones I and II; fireman (construction) compressor operator $1.05 in zone I, $1 in zone II; lather (wood) $1 in zone I, 95 cents in zone II; truck driver 95 cents in zone I, 85 cents in zone II; machinist, labourer (brick, block, mortar, etc.) 95 cents in zone I, 90 cents in zone II; labourer (common), boilerman 85 cents in zone I, 80 cents in zone II; watchmen employed also as fireman and required to hold a fourth class certificate, boiler fireman required to hold fourth class certificate 93 cents in zone I, 83 cents in zone II; watchmen on the job (night or day) 65 cents in zones I and II; asphalt raker 85 cents in zone I, 75 cents in zone II. Foremen in charge of a group of 3 or more men shall be paid 10 cents per hour more than the rate established for the trade concerned. Minimum rates for those apprentices to trades requiring an apprenticeship period of 4 years range from 70 cents per hour in the first year to 95 cents in the fourth year in zone I, 65 cents to 90 cents in zone II; rates for apprentices to trades requiring an apprenticeship period of 3 years (includes apprentice bricklayers) range from 65 cents in first year to $1 in third year in zone I, 60 cents to $1 in zone II. (The minimum rates shown above are from 10 cents to 20 cents per hour higher than those which were formerly in effect.)

Vacation: employees continuously in the service of one employer during the vacation-with-pay credit period, May 1 of one year to April 30 of next, are entitled to 7 consecutive days vacation. All employers must, at the end of each regular pay period, place in his employee's vacation-with-pay stamp book vacation-with-pay credit stamps in an amount equal to 2 per cent of the gross amount of such pay. Vacation-with-pay credit stamps are redeemable from the Minimum Wage Commission after April 30 each year. (Provision governing vacation with pay is a new one.)

Building Trades, Sherbrooke.

An Order in Council, dated April 4, and gazetted April 14, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209, Nov., p. 1905). This agreement shall apply to all operations of construction, installation, rebuilding, repair, maintenance, demolishing, permanent addings to and moving of buildings, roads, water works, sewers, canals, tunnels, bridges, sustaining or ornamentation walls; it also covers levelling, earthwork or other work subject to the Electricians and Electrical Installations Act or digging for foundations or similar operations. Road operations carried out for any department of the Provincial Government already governed by the Fair Wage Schedule under Order in Council No. 800 of April 24, 1929 as amended, are not subject to the provisions of the present agreement.

Hours: 8 per day Monday through Friday, 4 hours on Saturday, a 44-hour week; in the city of Granby and within a radius of 5 miles from its limits, 9 hours Monday through Thursday, 8 hours on Friday, a 44-hour week, no work on Saturday. However, pipe mechanics, tinsmith-roofers and electricians may answer emergency calls. (The above hours represent a reduction of 4 hours per week.) Hours for permanent maintenance employees remain unchanged at 48 per week.

Minimum hourly and weekly wage rates: bricklayer, mason, plasterer, stonecutter $1.35 in zone I, $1.30 in zone II, $1.25 in zone III; mason (foundation rough masonry), tile layer $1.25 in zone I, $1.20 in zone II, $1.15 in zone III; painter, paper hanger, tractor and compressor operator, drill operator and blaster $1.05 in zone I, $1 in zone II, 95 cents in zone III; sprayman, electrician, stationary or portable steam enginemen (cranes and mixers) $1.10 in zone I, $1.05 in zone II, $1 in zone III; carpenters-joiner, pipe mechanic, steamfitter, pipe welder, tinsmith or sheet metal worker and roofer $1.15 in zone I, $1.10 in zone II, $1.05 in zone III; steam boiler fireman (fourth class certificate), ornamental iron erector, terrazzo polisher (dry or wet), floor polisher, fireman (power shovel), junior journeymen (first year) $1 in zone I, 95 cents in zone II, 90 cents in zone III; stationary or portable gasoline engine operator (mixer and crane), truck driver, stationary or portable electric machines and crane or mixer operators, marble and terrazzo layer 95 cents in zone I, 90 cents in zone II, 85 cents in zone III; labourer 90 cents in zone I, 85 cents in zone II, 80 cents in zone III; night watchmen (56 hour week) 60 cents in zone I, 55 cents in zone II, 50 cents in zone III; blacksmiths $1.05 in zone I, $1 in zones II and III. Rates for apprentice electricians and painters range from 60 cents per hour in the first year to 90 cents in the fourth year in zone I, 57½ cents to 87½ cents in zone II, 55 cents to 85 cents in zone III; apprentice bricklayers, etc., from 70 cents in the first year to $1 in the fourth year in zone I, from 65 cents to 95 cents in zone II, from 60 cents to 90 cents in zone III; apprentice carpenters from 65 cents in the first year

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to 95 cents in fourth year in zone I, from 62½ cents to 92½ cents in zone II, from 60 cents to 90 cents in zone III; apprentice pipe mecahnics, steamfitters, pipe welders, tinsmith sheet metal workers and roofers (excepting those employed in the city of Sherbrooke and within a radius of 2 miles from its limits) from 60 cents in the first year to 75 cents in fourth year in zone I, from 57½ cents to 72½ cents in zone II, from 55 cents to 70 cents in zone III. (The above minimum rates represent an increase of 10 cents per hour over those previously in effect.) Rates for power shovel operator $55.20 per week in zones I and II, $50.20 in zone III and for apprentice pipe mechanics, steamfitters, pipe welders, tinsmith sheet metal worker and roofer (in the city of Sherbrooke and within a radius of 2 miles from its limits) from 55 cents in the first year to 70 cents in the fourth year are unchanged. The following new classifications are added to the wage scale—asphalt raker $1.25 in zones I, II and III; asphalt roller driver $1.20 in all 3 zones; asphalt raker's helper $1 in all 3 zones; asphalt shoveller 90 cents in all 3 zones; rigger $1.05 in zones I and II, $1 in zone III; grader driver $1.30 in all 3 zones; shovel operator's helper $44 per week in zones I and II, $39.60 in zone III. Minimum weekly wage rates for permanent maintenance employees are increased by $2.40 per week and are as follows: journeymen $28.80 in zone I, $26.80 in zone II, $24.80 in zone III; labourer $24.80 in zone I, $22.80 in zone II and $20.80 in zone III.

The above minimum rates include the increase of 5 cents per hour made January 15, 1951, in pursuance of the escalator clause.

Vacation: employees continuously in the service of one employer during the vacation-with-pay period (May 1 of one year to April 30 of next), are entitled to 7 consecutive days vacation. Employers must, at the end of each pay period, affix in his employee's vacation-with-pay stamp book, stamps in an amount equal to 2 per cent of the gross amount of such pay. Vacation-with-pay credit stamps are redeemable from the Minimum Wage Commission after April 30 each year. (Provision governing vacations is a new one.)

Apprenticeship regulations are included in this amendment.

Construction lump sum contracts granted and signed before the coming into force of the present amendment are not bound by its provisions with the exception of that provision governing vacations-with-pay.

Transportation and Public Utilities

Water Transportation

FREIGHT HANDLERS (LONGSHOREMEN) (INLAND AND COASTAL NAVIGATION), MONTREAL HARBOUR.

An Order in Council, dated March 22, and gazetted March 31, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; June, 1948, p. 621, Nov., p. 1249; Dec., 1950, p. 2068) by increasing the minimum wage rates to $1.07 per hour for work done between 7 a.m. and 7 p.m. and to $1.12 for work between 7 p.m. and 7 a.m., which is an increase of 7 cents per hour.

Trade

WHOLESALE AND RETAIL STORES, RIMOUSKI.

An Order in Council, dated March 22, and gazetted March 31, amends the previous Orders in Council for this industry (L.G., March, 1949, p. 303; March, 1950, p. 346).

Minimum weekly wage rates to be in effect from January 29, 1951: in most cases the minimum wage rates for male employees are increased by $3 per week and for female employees by $1.25 per week.

Escalator clause: for each variation of one point in the cost-of-living index, based on 171·1 points, an upward or downward readjustment of 35 cents per week for male employees and 15 cents per week for female employees. This readjustment shall apply only after a variation of 3 points in the index but there shall be no reduction in wages if the federal cost-of-living index does not lower to or below the 160-point mark.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council In Ontario and Alberta

Recent proceedings under the Industrial Standards Acts, etc.* include five new schedules, all summarized below.

ONTARIO

Manufacturing

Textiles and Clothing

MILLINERY WORKERS, PROVINCE OF ONTARIO.

An Order in Council, dated March 15, and gazetted March 31, makes binding the terms of a new schedule for millinery workers in the Ontario zone, to be in effect from April 10, 1951, during pleasure.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the adminstraton of the Act may himself or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carryng out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the LABOUR GAZETTE, April 1950, page 518.

Hours: 8 per day, a 40-hour week in the counties of Halton, Ontario, Peel, Wentworth and York; 9 per day, a 45-hour week in all other parts of Ontario.

Overtime: time and one-half for work done in excess of the regular working periods throughout the province but is restricted to 10 hours overtime per week, during the 2-hour period immediately following a regular working-day and the 4-hour period between 8 a.m. and noon Saturday. This overtime may be done only during a 6-week period between January 15 to May 15 and between July 15 and November 15 all inclusive. Overtime work on 3 of 7 specified holidays (4 of which are *paid holidays* after one month of service) is payable at the rate of double time. No overtime work to be performed without a permit from the advisory committee.

Minimum hourly wage rates in counties of Halton, Ontario, Peel, Wentworth and York: class "A"—hand blockers $1.45 per hour, class "B"—blocker and presser (hand and machine) $1.34, class "C"—cutters, operators $1.30, class "D"—drapers 93 cents, class "E"—trimmers 74 cents, class "F"—general hand 50 cents; in all other parts of Ontario: class "A"—hand blockers $1.31 per hour, class "B"—blocker and presser $1.23, class "C"—cutters, operators $1.17, class "D"—drapers 84 cents, class "E"—trimmers 67 cents, class "F"—general hands 45 cents.

The advisory committee is authorized to set lower minimum rates for workers who perform work included in more than one classification of employees, for those workers whose work is only partly subject to the provisions of this schedule, or for those workers who are handicapped.

Each employer is assessed an amount equal to one-half per cent of his payroll and each employee one-half per cent of his wages to be paid to the advisory committee for the enforcement of the schedule.

Construction

Carpenters, Ottawa.

An Order in Council, dated February 15, and gazetted March 3, makes binding the terms of a new schedule for carpenters in the Ottawa zone, to be in effect from March 13, 1951, during pleasure.

Hours: 8 per day, Monday through Friday, a 40-hour week. Work that cannot be performed during regular daily working hours may be done at night if an employee does not work in excess of 8 hours, this work to be known as *night work*. Work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, employee shall be deemed to be employed during a regular working-day. Only one shift will be known as a day-shift.

Overtime is payable at double time except that 4 hours' overtime may be added to any regular working day at time and one-half. Work on Saturday between 8 a.m. and 12 noon is also payable at time and one-half. Except in cases of extreme necessity where life or property is in danger or on repairs to buildings where the work must be done to prevent loss of employment to those regularly employed therein, no work shall be done on Saturday, Sunday or any of 5 specified holidays without a permit issued by the advisory committee.

Minimum hourly wage rates: $1.30 per hour for work during regular working periods and for *night work*. Employees working on night shifts receive 8 hours' pay for 7 hours' work. (The rate shown above is unchanged from that formerly in effect.)

The advisory committee is authorized to fix a lower minimum rate of wages for handicapped workers.

Painters and Decorators, Kingston.

An Order in Council, dated March 29, and gazetted April 14, makes binding the terms of a new schedule for the painting and decorating industry in the Kingston zone, to be in effect from April 24, 1951, during pleasure.

Hours: 8 per day, Monday through Friday, a 40-hour week. Work that cannot be performed during regular daily hours may be done during other hours and this work will be known as *night work* except when performed on a job completed in a 20-hour period. Employees working 8 hours in any 24-hour period shall be deemed to be employed during a regular working day. No employee shall work more than 12 hours in any 24-hour period.

Overtime: time and one-half for work performed during the 7-hour period following a regular working day (8 a.m. to 5 p.m.) and during the 4-hour period following 8 hours of *night work;* double time for all other overtime work and for work on Saturdays, Sundays and 7 (previously 5) specified holidays. No overtime work on Labour Day without a permit from the advisory committee.

Minimum hourly wage rates: spray painters $1.35, painters and decorators $1.25. The advisory committee is authorized to fix a lower minimum rate for handicapped workers.

ALBERTA

Manufacturing

Metal Products

Garages and Service Stations, Lethbridge.

An Order in Council, dated February 26, and gazetted March 15, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry in the Lethbridge zone, to be in effect from March 25, 1951, for a period of 12 months, thereafter during pleasure.

Hours: 46½ hours per week of 5½ days (a reduction of 1½ hours).

Overtime: time and one-half; double time for work on Sundays and 7 specified statutory holidays to all employees except front end men, floor service men, night watchmen, storage attendants and/or gas service men working on their usual shifts Sundays and/or statutory or public holidays who if not granted a day off in lieu thereof within 7 days will be paid time and one-half.

Minimum wage rates: mechanics $1.10 and $1.20 per hour; front end men, greasemen, washmen, undercoatmen, night men, floor men (under 21 years of age) provincial minimum wages, (over 21 years of age) from $25 per week in first 6 months to $30 per week after one year; parts room employees (over 21 years of age) from $25 per week in first 6 months (on probation) to $140 per month second year.

Vacation: after one year's continuous service with one employer automotive mechanics, washmen, greasemen, undercoatmen,

parts technicians, parts room employees, front end men, floor men, night watchmen and others covered by this schedule shall receive 2 weeks vacation with pay. In case of cessation of employment the provisions of Holidays with Pay Regulations or Order of the Board of Industrial Relations shall apply.

Apprentices are governed by the terms of the Apprenticeship Act.

Trade

DAIRY INDUSTRY, CALGARY.

An Order in Council, dated February 26, and gazetted March 15, makes binding the terms of a new schedule for the dairy industry in the Calgary zone, to be in effect from March 25, 1951, for a period of 12 months, thereafter during pleasure.

Hours for male and female employees: 8 per day, 44-hours per week (previously 9 per day, 48 per week); hours for drivers on commission remain unchanged at 9 per day, 48-hours per week.

Overtime for work in excess of regular hours and on weekly day of rest as previously in effect is payable at time and one-half the ordinary rate paid (for salesmen one and one-half times the basic wage paid); double time as above for work on any of 8 specified paid holidays, subject to alternative provisions which may be adopted by the employers.

Minimum monthly wage rates: plant, male —special dairy help $155.80 per month, experienced dairy help $150.80, inexperienced dairy help (first 90 days) $135.80; (second 90 days) $143.30; plant, female—experienced plant $115.80, inexperienced plant (first 90 days) $100.80; (second 90 days) $108.30. (The above rates are $25.80 per month higher for male employees, and for experienced plant females $35.80 per month higher than those formerly in effect.) Minimum rates for retail drivers $154.80 plus commission, route reliefman $185.80 plus commission, wholesale route driver $144.80 plus commission, route helpers (experienced) $145.80 per month. (Rates for salesmen range from $25.74 per month to $45.80 higher than those previously in effect.) Commission rates are specified with certain readjustments in comparison to those previously in effect.

Vacation: one week of vacation with pay for employees who have one year's service at May 1 of each year; two weeks to those employees with 2 years or more of service at May 1; those employees with less than one year of service at May 1 of each year are entitled to one-half day for each 23 days worked. Employees leaving the service of an employer after 30 days' employment but less than one year are entitled to (in lieu of vacation) an amount equal to 2 per cent of their regular pay for the period of employment; 4 per cent in the case of an employee in his second or subsequent year of employment.

Temporary summer help employed from May 1 to September 30 shall not be governed by this schedule.

Employers paying higher wages than this schedule provides for or working their employees less hours are prohibited from decreasing the wages or increasing the hours during the term of this schedule.

Changes in Wage Rates and Hours of Work in Recent Collective Agreements

Examination of some 307 collective agreements signed during the first four months of 1951, and which have been received in the Economics and Research Branch of the Department of Labour, shows that almost all agreements include some provision for an increase in wage rates. Non-wage items including hours of work were altered in a lesser number of cases. Among the agreements received, eighteen out of every twenty indicated a wage advance, but only one out of every ten agreements included a change in hours. Wage advances for the most part amounted to five cents or more an hour, but changes in hours were relatively small.

The contents of the new wage clauses in the agreements can be summarized as follows:—

No change in wages	17
Changes in hourly wage rates	156
Changes in piece rates	1
Changes in weekly rates	40
Changes in monthly rates	57
New agreements	36
Total agreements received	307

The wage clauses providing advances in weekly or hourly rates can be combined and expressed in hourly equivalents as is done in Table I. The result indicates that the greatest number of weekly and hourly advances were between five and ten cents an hour. More workers, however, benefited by the slightly lesser number of increases ranging from ten to fifteen cents. This difference is largely attributable to the presence in the second group of some 32,000 British Columbia logging and wood products workers, all covered under a single master agreement.

Industrially, the manufacturing group has the largest number of wage changes, concentrated between the five and fifteen cent levels. Although no precise pattern is evident, in the industry group as a whole or in its sub-groups, the wage advances tend to cluster around the ten cent level.

A portion of the agreements providing wage advances are continuing to include escalator clauses providing for periodic wage adjustments in accord with changes in the

TABLE I.—HOURLY WAGE INCREASES IN COLLECTIVE AGREEMENTS RECEIVED IN THE DEPARTMENT OF LABOUR AND COMING INTO EFFECT DURING THE FIRST FOUR MONTHS OF 1951*

Amount per Hour	No. of Agreements								Workers Covered
	Logging	Mining	Mfg.	Construction	Transportation and Communications	Public Utilities	Trade Finance Service	Total	
No Change	.....	.....	6	.....	5	1	5	17	2,200
Less than 5 cents	.....	.....	3	.....	1	.....	5	9	900
5— 9·9 cents	1	.....	56	1	8	5	10	81	33,400
10—14·9 cents	1	7	50	3	1	4	9	75	56,800
15 cents or over	.....	6	12	7	3	.....	3	31	9,200
New Agreement	1	2	8	2	5	1	17	36	2,300
Total	3	15	135	13	23	11	49	249	104,800

* Weekly increases are expressed on an hourly basis. Where increases varied within a plant a weighted average was adopted. Monthly increases omitted (57 agreements covering 9,100 workers). Piece rates omitted (1 covering 1,500).

official cost-of-living index. Such clauses appear in one out of every seven agreements but the agreements including these clauses usually cover more than the average number of workers in the agreements received.

There is a wide variety in the formulae contained in the escalator clauses for linking wages and the cost of living.* The plan most frequently found last year provided for a twenty-five cent a week wage bonus for each rise of one point in the index. The current plans are giving more attention to specified changes in hourly wage rates following changes in the index. One of the formulae found most frequently in the agreements examined provides for a one cent increase in hourly rates for every 1·3 points rise in the index. This and other formulae in current agreements are shown in Table II.

During the first four months of 1951 bargaining over wage increases for workers in the running trades on Canadian railways was completed. In the agreements signed the wage increases are shown by increases in the rates paid for each hundred miles worked in accord with the practice of paying workers on a mileage basis. The increases shown *are not included in* Table I and are as follows:—

	Increase (100 miles)		
	Passenger	Freight	Yard
Engineers	1.01	1.12	1.12
Firemen, helpers and hostlers	1.16	1.16	1.16**
Conductors, Trainmen and Baggagemen	.77*	1.16	....
Yardsmen and Switch Tenders	....	....	1.16**

* $34.80 added to monthly guarantee.
** per day of 8 hours.

A reduction in standard working hours is indicated by clauses contained in some thirty-one agreements covering approximately four thousand workers. Such reductions were small, usually affecting workers with relatively long hours, and in all cases the employee's take-home pay was more than maintained as a result of the wage rate increase.

Since little information is contained on standard hours in some thirty-eight agreements indicating monthly wage increases, the hourly equivalent of the wage advance for the three thousand workers affected cannot be computed. These agreements are mainly in water transportation. The increases vary widely since they are based on job classifications and no fixed pattern appears to have been followed.

Press reports disclose that agreements between major pulp and paper companies in New Brunswick, Quebec, and Ontario, and several TLC-AFL unions have been concluded in Montreal and Toronto. Twelve firms and approximately 12,000 workers are said to be affected.

In the Montreal negotiations covering approximately 5,000 workers wage increases of 15 cents an hour for hourly-paid employees, 10 per cent with a maximum of 15 cents an hour for paper makers, and six cents an hour for mechanics and helpers were reported to have been agreed upon. At Toronto reports indicate that the agreement signed affecting between 6,000 and 7,000 workers provided increases ranging from 11 to 24 cents an hour. A five-day, forty-hour week proposed by the unions was postponed.

*See below for summaries of representative clauses.

TABLE II.—COST OF LIVING ADJUSTMENT FORMULAE IN COLLECTIVE AGREEMENTS

An analysis of clauses contained in 46 agreements out of 307 Agreements signed and received in the Department of Labour during the first four months of 1951

Formula	Equivalent in Cents Per Hour per Point	No. of Agreements
1 cent per hour per point	1 cent	2
5 cents per hour per 5 points	1 cent	1
40 cents per week per point (a 45-hour week)	.89 cent	1
40 cents per week per point (a 48-hour week)	.83 cent	6
1 cent per hour per 1·2 points	.83 cent	1
1 cent per hour per 1·3 points	.77 cent	9
¾ cents per hour per point	.75 cent	1
1 cent per hour per 1·4 points	.71 cent	1
3½ cents per hour per 5 points	.70 cent	1
1 cent per hour per 1·45 points	.69 cent	3
40 cents per week per 1·5 points (40-hour week)	.67 cent	1
5/8 cent per hour per point	.63 cent	1
40 cents per week per point (married men) 30 cents (single men) (48-hour week)	.63-.83 cent	2
35 cents per week per point (60-hour week)	.58 cent	1
$1.10 per month per point (44-hour week)	.58 cent	1
$5.40 per month per 5 points (44-hour week)	.57 cent	1
$2.16 per month per 2 points (44-hour week)	.57 cent	1
25 cents per week per point (44-hour week)	.57 cene	5
1/2 cent per hour per point	.50 cent	1
1 cent per hour per 2 points	.50 cent	1
3 per cent for each 5 points	.....	1
Proportionate increase	.....	4
		46

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During March

(1) ***Works of Construction, Remodelling, Repair or Demolition.***

During the month of March the Department of Labour prepared 147 fair wages schedules for inclusion in building and constructon contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 60 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture	3	$ 139,361.60
Canadian Commercial Corporation	11,741	29,549,424.15
Post Office	12	62,703.10
Public Works	1	5,450.00
R.C.M.P.	5	366,145.00

(3) *Arrears of Wages*

During the month of March the sum of $572.10 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 22 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During March

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Canadian Commercial Corporation

London Ont: E P A Construction Co Ltd, re-activation of hangar No 2, RCAF Station. *Rivers Man:* Maple Leaf Construction Ltd, repairs & renovation of roads, CJATC.

Central Mortgage and Housing Corporation

St John's Nfld: Trynor Construction Co Ltd, clearing & grubbing. *Halifax N S:* Salsman & Sons Ltd,* cleaning & painting & laying linoleum. *Moncton N B:* Modern Construction Ltd, construction of 60 basements. *Saint John N B:* George Mabee,* grading, re-sloping banks, ditching & installing catch basin. *Ajax Ont:* Bruce DeSanti Contracting Co, installation of permanent foundations & dividing double woodsheds; Marino Construction,* cleaning out filter beds & replacing with new material. *Brantford Ont:* Robertson & Breffit, exterior painting of 183 houses, projects #4 & 7. *Chatham Ont:* Slater Painters & Decorators, exterior painting of 102 houses, HECL project. *Clinton Ont:* Hydro Electric Power Commission of Ontario,* replacing primary aerial cable with standard open wire. *Fort William Ont:* Robert Murray,* renovation of office bldg. *Galt Ont:* C Russell,* elimination of deficiencies. *Goderich Ont:* Robertson & Breffit,* exterior painting of houses. *North Bay Ont:* McDonald & Lyon,* clearing & grubbing. *Picton Ont:* Sterling Construction Co Ltd,* construction of concrete walks. *Renfrew Ont:* J W Havelin,* exterior painting of 18 houses, project #1. *Smiths Falls Ont:* E Arnold Clark, exterior painting of 150 houses, projects #1, 2 & 3. *Stratford Ont:* Carl Henry,* elimination of deficiencies. *Welland Ont:* Robertson & Breffit,* exterior painting of 26 houses, project #16. *Windsor Ont:* National Painting & Decorating Co Ltd, exterior painting of 351 houses, projects #1, 2 & 3. *Toronto Ont:* Imperial Metal Weatherstrip,* weatherstripping windows, Danforth & Greenwood Courts. *Vancouver B C:* Monarch Construction Co Ltd,* maintenance of roads, lanes & drains; City Construction Co Ltd,* repairing retaining walls & floor; Baynes Manning Ltd,* maintenance of watermains; Biltmore Construction Ltd,* construction of housewalks; B C Electric,* relocation of power line poles; City Construction Co Ltd,* construction of house sidewalks & steps.

Defence Construction Limited

Bedford Basin N S: Eric Whebby, erection of six steel frame bldgs Nos 73 76 77 78 79 & 107. *Deepbrook N S:* Annapolis Valley Construction Ltd, reconstruction of part of bldg, HMCS "Cornwallis". *Greenwood N S:* Modern Construction Co Ltd, construction of unit supply bldg, type A. *Bagotville P Q:* R E Stewart Corporation, construction of 252 man barrack block, combined mess hall, fire hall & unit supply bldg. *Centralia Ont:* W C Brennan Construction Co Ltd, construction of 252 man barrack block, control tower & supply bldg. *Downsview Ont:* George Hardy Ltd, construction of supply depot. *Ramsayville Ont:* J E Shore & P Horwitz, erection of prefabricated laboratory bldg. *Trenton Ont:* H J McFarland Construction Co Ltd, cubicling barrack block #79. *Rivers Man:* Manitoba Power Commission,* installation of electrical power sub-section.

Department of Public Works

Halifax N S: J H Leedham Co Ltd, construction of biological laboratory bldg, Camp Hill Hospital. *Sydney N S:* Sydney Engineering & Dry Dock Co Ltd, repairs to tug "Pugwash". *Bathurst N B:* Saint John Iron Works Ltd,* repairs to boiler, Dredge PWD No 9. *Richibucto Cape N B:* J W & J Anderson Ltd, harbour improvements. *Contrecoeur P Q:* Lucien Lachapelle, construction of protection wall. *Gogama Ont:* Thomas McDonald, construction of wharf, Lake Minisinawka, Ont. *London Ont:* Vipond Automatic Sprinkler Co, installation of automatic sprinklers, Occupational Colonies 1 & 2, Westminster Hospital; G M Gest Ltd, construction of storm sewer, Science Service Laboratory. *Ottawa Ont:* Goldstein Bros, improved lighting in certain areas, Jackson Bldg; Otis Elevator Co Ltd, installation of south elevator, East Block, Parliament Bldgs; Stanley G Brookes Ltd, alterations and improvements to electrical system, Copacabana Club Bldg; Doran Construction Co Ltd, alterations to old Canadian Bank Note bldg, Wellington St; George A Crain & Sons, alterations to auditorium, Victoria Memorial Museum. *Toronto Ont:* Toronto Dry Dock Co Ltd, repairs to dredge, "PWD No 117" & tug "Hercules". *Norway House Man:* Wyatt Construction Co Ltd, construction of an Indian hospital. *Melfort Sask:* Hartmier Construction, addition & alterations, Dominion public bldg. *Regina Sask:* Gordon S Hastings, demolition of bldg No 1, RCMP Barracks. *Fraser River B C:* B C Bridge & Dredging Co Ltd,* dredging at Gunderson's Slough. *Prince Rupert B C:* Ed Walsh & Co Ltd, construction of roadway, Fairview Bay. *Salmon Arm B C:* Atlas Construction Ltd, wharf repairs. *Thetis Island B C:* Pacific Piledriving Co Ltd, wharf repairs. *Westview B C:* North Western Dredging Co Ltd,* dredging.

Department of Transport

Ottawa Ont: H J McFarland Construction Co Ltd, additional development of airport.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

For security reasons, regulations were passed under the Emergency Powers Act requiring seamen employed on Canadian vessels operating on the Great Lakes and St. Lawrence River to hold a seaman's card in order to take or continue in employment.

Minimum wage rates were raised $3 a week in Saskatchewan in line with the rise in the cost of living and are now $24 a week in the cities and larger towns and $21.50 in smaller places. Regulations were issued under the Newfoundland Workmen's Compensation Act which came into force on April 1. The annual premium payable under the British Columbia Hospital Insurance Act was raised by $9, and from June 30 a beneficiary is required to pay a portion of the hospital charges covering the first 10 days of his hospitalization. The administration of the Alberta Factories Act, the Electrical Protection Act and the Welding Act was transferred to the Department of Industries and Labour.

DOMINION

Emergency Powers Act

Great Lakes Seamen's Security Regulations

From June 1, 1951, every seaman employed on board a Canadian ship on the Great Lakes must be the holder of a seaman's card, by an Order in Council (P.C. 1439) made on March 22 and gazetted on April 11 and amended by P.C. 2101 gazetted on May 9. The term "seaman" means a person employed in any capacity on board a ship and includes the master of the vessel.

The regulations apply to all ships registered or owned in Canada, including those operated under charter or lease by a person who resides in Canada, which sail on the Great Lakes and their connecting waters and on the St. Lawrence River as far east as the lower exit of the Lachine Canal and the Victoria Bridge at Montreal.

From June 1 to July 31 a seaman may hold either an interim or a regular seaman's card but after August 1 he must possess a regular seaman's card.

No person may employ a seaman who does not hold the required card nor may a seaman without a card accept employment or act as a seaman.

It is the duty of the master of the ship to require every seaman on board to produce his card before the ship sails, and he is forbidden to leave port if a seaman on board cannot do so. Customs Officers are prohibited from granting customs clearance to a vessel unless they have been furnished with a certificate from the master stating that every seaman on board has a seaman's card. Seamen are required to produce their cards at any time on request of a Peace Officer as defined in the Criminal Code or of any person authorized to act on behalf of the Minister for the purpose of the regulations.

The regulations are administered by the Minister of Labour through the National Employment Service of the Unemployment Insurance Commission.

To obtain a card, a seaman must apply to a National Employment Office on the prescribed form and submit three passport-size photographs of himself taken within the preceding year. The applicant is also required to be fingerprinted in the presence of an officer of the National Employment Service. If the Minister is satisfied that the presence of the applicant on board a Canadian ship in the Great Lakes might prejudice the security of Canada, he may refuse to issue a seaman's card. He may also require a seaman to deliver his card to the National Employment Service for the same reason. The Minister may issue a duplicate card to a seaman who reports the loss of his card, provided that he is satisfied that the circumstances of the loss have

been satisfactorily explained. A seaman is forbidden to permit any other person to use his card.

Provision is made for hearing the appeal of any person who has been refused a card or whose card has been revoked. An appeal in writing may be made to the Minister, and within a reasonable time before hearing the appeal the Minister must inform the appellant of the grounds on which he is not allowed to hold a seaman's card, in so far as, in the Minister's opinion, it is possible to do so without prejudice to the security of Canada and the public interest. The regulations permit the appellant to be assisted by his counsel or other representative at the hearing of his appeal.

To advise him regarding appeals the Minister must appoint committees of at least three members and supply them with all available information relating to the application which he considers is not contrary to the public interest to disclose. An advisory committee is to have the powers of a commissioner under Part I of the Inquiries Act. Its chairman and members are authorized to administer oaths and the committee may accept evidence on oath, by affidavit or otherwise. The committee must report to the Minister with respect to the disposition of the appeal, and after considering the report, the Minister may grant or refuse to grant a card to the appellant. The decision of the Minister is then final.

The Minister may request the co-operation of any Government department or branch in the administration of the regulations.

A fine up to $500 or imprisonment up to three months, or both, may be imposed, on summary conviction, if any person knowingly furnishes false information in support of an application for a seaman's card or fails to comply with any provision of the regulations.

PROVINCIAL

Alberta Factories Act

From April 1, the administration of the Factories Act was transferred from the Department of Public Works to the Department of Industries and Labour by an Order in Council (O.C. 394-51), made on March 27 and gazetted on April 14. The same Order in Council also transferred the administration of the Electrical Protection Act and the Welding Act to the Department of Industries and Labour.

British Columbia Hospital Insurance Act

Important amendments, which will come into effect on June 30, were made to the regulations under the British Columbia Hospital Insurance Act (L.G., 1950, p. 1065) by three Orders in Council gazetted on March 22, April 12 and April 19. These provide for a higher hospital insurance premium with a corresponding raise in the amount of payroll deduction, require a beneficiary who is hospitalized to pay a portion of the approved daily hospital charge, and broaden the definition of "dependant" to include unmarried persons between the ages of 15 and 19 who are mainly supported by the head of the family.

The annual hospitalization premium was increased by $9. The premium to be paid by a single person is now $30 instead of $21, and that for the head of a family $42 instead of $33. The Hospital Insurance Act was amended at the 1951 session of the Legislature to raise to $42 the maximum annual amount which may be levied on a person or family for hospitalization.

Where the employer is required to deduct premiums from his employee's wages, he must deduct each month $2.50 from each single person and $3.50 from each worker who is the head of a family instead of $1.75 and $2.75, as before. An employer who has deducted monthly premium instalments applicable to the last six months of 1951 during the first six months of the year at the former rate is required, on receiving a notice from the Commissioner, to make the necessary additional deductions to collect the increased premium.

Provision was made, by an amendment to the Act in 1950, whereby a beneficiary might be required, with the approval of the Lieutenant-Governor in Council, to pay part of the cost of hospital treatment or services rendered to him. The regulations provide that a beneficiary who receives as an in-patient any of the general hospital services provided under the Act must now pay, during the first 10 days of his hospitalization, a portion of the approved daily charge made by the hospital. The portion which the beneficiary must pay is approximately one-third of the daily charge made by the hospital and ranges from $2 where the hospital charge is $8 or less to $3.50 where the hospital charge is between $10.50 and $14.

A beneficiary may not be required to pay a portion of his hospital charges for more than 10 days in a year. If a person has paid part of the hospitalization charges for one or more days of the current year he must, on any subsequent hospitalization, only be charged for part payment up to 10 days less the number of days for which he was previously required to pay. If he is confined to hospital for less than 60

consecutive days extending from one year to the next, he may not be charged for more than 10 days during the period.

No partial payment is required on behalf of an infant born to a beneficiary. The Provincial Government which pays the premium with respect to recipients of old age pensions, mothers' allowances and other social assistance must also pay the sum required to be paid for the first 10 days of hospitalization of any such recipient.

The sum of $2 must now be paid by a beneficiary who is given emergency services within 24 hours of being accidentally injured or who receives services under the Act which can normally be secured only in a hospital but is not admitted as an in-patient. Any amount in excess of $2 may, at the discretion of the Commissioner, be paid from the Hospital Insurance Fund.

The definition of dependant was amended to include an unmarried person over 15 and under 19 years who is mainly supported by the head of the family, and over whom the head of a family has custody, whether exercised jointly with another person or not. Formerly, no special provision was made for such a child and he ceased to be a dependant when he became 16 whether or not he was self-supporting. The spouse of the head of the family, children under 16, or under 21 if attending high school or university and mainly supported by the head of the family, an unmarried son or daughter over 18 years who is financially dependent on the head of the family because of mental or physical disability, and a dependent parent or grandparent who is unable to pay his own premium due to lack of sufficient funds are also classed as "dependants".

Two new sections provide that not later than one month from the date on which a person becomes head of a family he must pay the required premium and, similarly, a person who ceases to be a dependant must apply for registration not later than the first day of the month following the one in which he lost his dependent status, and pay the premium required not later than the commencement of the next hospital insurance period. If a single person or dependant becomes the head of a family or if the head of a family acquires single or dependent status, he must within one month notify the Commissioner on the prescribed form. The Commissioner must have the registration records and premium payment rates adjusted, effective from the first day of the month following the date on which the change of status occurred.

As before, if the required payment is made by or on behalf of a person on or after the first day of the hospital insurance period to which it is applicable, the person will not become a beneficiary until one month from the day on which the payment was made. In addition, the regulations now provide that when an overdue premium is paid within the last 30 days of the hospital insurance period to which it is applicable, the one-month term during which benefits are withheld will extend into the subsequent hospital insurance period regardless of the fact that the premium applicable to the next hospital insurance period is paid on or before the date on which it is due.

Newfoundland Workmen's Compensation Act

The first regulations made under the new Workmen's Compensation Act, which went into effect on April 1, 1951 (L.G., 1950, p. 2076), were gazetted on April 10. The Newfoundland regulations are very similar to those in effect under the Nova Scotia Act. They classify the industries under the Act in seven groups, govern the exclusion and inclusion of industries, minimum assessments, special obligations on an employer for whom work is undertaken by a contractor, and first aid, and provide penalties for contravention of the Act and regulations.

Exclusion and Inclusion of Industries

The industries within the scope of Part I of the Act are divided into seven classes: mining, forest products, manufacturing, construction, transportation, distribution and service, and the fishing industry. The fishing industry includes the processing, canning, handling and packing of fish and fish products and work incidental to these industries. "Fishing, including seal fishing and whaling, fish handling and fish processing" were included among the industries to which the Act applied as it was passed in 1950, but it was amended in 1951 to provide that only fish handling and processing on shore by persons other than the members of the crews of fishing vessels were to be covered by the Act.

The Act provides that the Workmen's Compensation Board, may, by regulation, exclude from the scope of Part I any industry in which fewer than a stated number of workmen are employed. The regulations, accordingly, like those of Prince Edward Island, exclude industries employing fewer than three workmen. Where two or more separate industries within the scope of Part I are carried on by the same employer or where an industry is carried on partly by the employer and partly by one or more contractors, the

industries are not excluded if three or more workmen are jointly employed at the same time.

Where not more than six workers are employed at the same time, the following industries are excluded from Part I: the cutting or splitting of firewood; power laundries; dyeing, cleaning or bleaching establishments; and mining (including prospecting and development work) except in producing mines where the workmen are in the employ of the owner, lessee or recorded holder. Cutting, hewing, piling or hauling logs, wood, or bark, logging, and bark-peeling by hand are excluded from Part I if not more than six workers are employed where these operations are carried on by an employer himself, and are also excluded where the work is done for the employer by a contractor or sub-contractor when the total of the workers employed by the main employer and those in the service of the contractor or sub-contractor is not more than six.

Unless 10 or more workmen are employed at the same time, the business of scavenging (junk-dealing) is excluded from Part I, as well as window cleaning, the operation of barber shops and beauty parlours and the taxi business.

Ships, tugs, dredges, boats or vessels owned or controlled in the Province which make voyages outside the Province are excluded from Part I, as well as those vessels or ferries engaged in carrying freight or passengers from one part of Newfoundland to another. This exclusion does not apply to ships owned or controlled by the Government of Canada or by the Government of Newfoundland.

The following are entirely excluded from Part I: hand laundering; educational institutions; services performed by doctors, dental surgeons, nurses, nurses' aides, hospital attendants, wardens, opticians and veterinaries; the work performed in a theatre or incidental to a theatre engagement by actors, artists, entertainers and members of their company (except "house employees"); and aviation and aerial transportation. Workmen in any industry under Part I are excluded while being transported by aircraft.

Industries within the scope of Part I but excluded by number or otherwise may, on written application of the employer, be brought under the Act by the Board by the mailing of an assessment notice to the employer. An industry which is not covered by the Act may also be brought under Part I by application of an employer and will be covered from the time stated in the certificate of admission or in the assessment notice.

Assessments and Returns

The minimum assessment of any employer resident in Newfoundland is $5, and that of any non-resident employer $10, unless the Board orders otherwise. A copy of the Act, regulations and any notices furnished by the Board must be posted in a conspicuous place.

A person for whom work is undertaken by a contractor must within seven days after making the contract notify the Board in writing of the name and address of the contractor, the nature of the work to be performed, the amount payable under the contract and the probable length of time for completion of the work.

Further, at the end of each year the employer must notify the Board of the names of all persons to whom contracts were given during the year, the nature of the work, amount paid and any other particulars which the Board may require. If the contractor is not assessed as an employer, then the person for whom the work is done must, if possible, furnish the Board with the correct amount of all wages paid to the workmen by the contractor, and forward the contractor's time books.

Whenever requested by the Board, an employer must submit a statement showing the amount of forest products produced by him.

An employer carrying on an industry within Part I is required to keep a time book, which must be produced on request of the Board or its officers, containing the names of his workmen, the date on which each was first employed, the total number of days for which each man is entitled to receive remuneration, the rate of wages and the total amount of wages or bonuses paid to each worker for each pay-period that he was employed where the pay-period was less than a month, allowances paid to a worker who supplies his own truck or team, and the time worked by the employer, his partner or any member of his family.

The Act requires the employer to furnish the Board on a specific date fixed by the Lieutenant-Governor in Council with an estimate of the probable amount of his payroll and any other information required by the Board for the purpose of assigning the industry to the proper class and for assessing it. The regulations provide that such a statement, signed by the employer, or an officer of the corporation if the employer is a corporation, must be submitted to the Board not later than January 31 of each year.

The statement must include the amount of wages and other remuneration paid to all employees during the previous year in

connection with each industry within the scope of Part I carried on by the employer.

Medical Aid

The regulations set out the minimum first-aid service required to be maintained according to the number of employees. The equipment and supplies for first aid which must be provided are similar to those set out under the Nova Scotia and Ontario Acts.

Penalties

Penalties are fixed for a person who hinders the Board when making an inquiry into the employer's books, for an employer who fails to pay his assessment within the prescribed time, for one who underestimates his assessment, or for an employer who fails to submit the statement of wages paid during the previous year, and for other infringements of the Act or regulations. A general penalty of not more than $100 is fixed for any person who contravenes the regulations if no penalty is otherwise set.

Prince Edward Island Public Health Act

Regulations governing the sanitary control of restaurants and other places where food is sold to the public for immediate consumption on the premises were made on March 1., gazetted on March 17 and are effective from May 1.

The regulations lay down the minimum sanitary standards which must be observed with regard to construction, equipment and maintenance of eating places, sanitary facilities and cleansing and storage of utensils, and provide for the closing down of establishments when conditions exist which are or may become dangerous to health.

Several provisions govern employees who handle or come in contact with utensils or food during its preparation, service or storage. Employees must be clean, wear clean outer garments, and be free from and not a carrier of a disease which may be spread through the medium of food. An employee is required to satisfy the medical officer of health of the municipality in which the eating place is situated that he is free from such a disease, and he must submit to a medical examination and tests as the medical officer of health or the Minister of Health may require. An operator must notify the medical officer of health immediately if he knows or has reason to suspect that an employee is suffering from an infectious or contagious disease. Persons who have any abrasion or skin condition which may contaminate food are prohibited from working in an eating establishment.

The regulations also forbid persons to sleep in any room where food is prepared, served or stored and to keep wearing apparel in any such room unless it is placed in a separate cupboard or locker.

Quebec Minimum Wage Act

General Order 4

Two changes have been made with respect to the regular workweek to which the minimum rates fixed by General Order 4 apply. The present minimum rates were established last December (L.G., 1951 p. 247).

Under Category I governing employees in industrial and commercial establishments the regular workweek is 48 hours unless otherwise specified, in which case the rates apply to a 50, 54 or 60-hour week, as indicated. By the amendment, made by an Order in Council (No. 351) of April 4, gazetted April 7, the 54-hour workweek will apply to factories where funeral caskets are made and to establishments where looms are manufactured.

Renewal of Orders

General Order 4 and the special Orders have been extended for another year to May 1, 1952, by the same Order in Council (No. 351), gazetted on April 14.

The special Orders renewed are Order 2, requiring payment of time and one-half for overtime; Order 3, providing for a week's annual holiday with pay; Order 3a, providing for an annual holiday with pay for workers in the construction industry; Order 5, governing silk textiles; 8, cotton textiles; 11, charitable institutions; 14, real estate undertakings; 19, full-fashioned hosiery; 23, taverns in Montreal; 26A, taxicabs in Montreal; 29, taxicabs in Quebec; 37, manufacturing of glass containers; 39, forest operations; 41, employees of public corporations; and 42, stationary enginemen and firemen.

Saskatchewan Health Services Act

The list of dental services which may be provided to beneficiaries under the Health Services Act was revised and is now appended to the regulations as Schedule "A". Other minor amendments were made to the regulations by an Order in Council (O.C. 586/51) of March 24, gazetted on April 7.

Saskatchewan Minimum Wage Act

Effective from May 1, the minimum rates for most full-time workers in Saskatchewan are raised by $3 a week and part-time rates

by 10 cents an hour as a result of Orders in Council (630-641/51) made on March 31 and gazetted April 14. The rates were increased in 12 of the 13 minimum wage orders in effect, Order 11, governing the lumbering industry being the only one not changed. The rates fixed in that Order were increased last year (L.G., 1950, p. 1192). The last general revision of minimum wages was made in 1949 (L.G., 1949, p. 747).

The Orders apply to all places in the Province with 300 or more people and the area within a five-mile radius of these places. Excluded from coverage of the Orders are agricultural workers, domestic servants in private homes, employees governed by the Fire Departments Platoon Act, registered nurses in hospitals and persons employed solely in a managerial capacity. By the recent amendments, cooks and cookees employed by boarding car contractors are excluded from the three Orders covering hotels, restaurants, educational institutions, hospitals and nursing homes. A further change in coverage has to do with amusement places. Employees in theatres and dance halls in cities are now under the general Order governing workplaces in cities (Order 1) and must be paid at least $24 a week. Theatres and dance halls in other centres continue to be under Order 12, the Order for amusement places. The minimum fixed by Order 12 is now 60 cents an hour (see below).

Cities and Larger Towns

The new minimum rate for all workplaces in cities and in the nine larger towns is $24 instead of $21 a week. Part-time workers must now receive a minimum of 65 cents an hour rather than 55 cents, and, as before, they must be paid for a minimum of three hours each time they are required to report for work. The three-hour minimum does not apply in the case of a student who is in full-time attendance at school and who is employed only outside of school hours. The minimum for messengers on foot or bicycle is raised from $12 to $15 a week, and from 35 cents to 45 cents an hour if they work part-time. For those who drive horse-drawn or motor vehicles the rates are raised to $27 a week for full-time, instead of $24, and 65 cents an hour for part-time, rather than 60 cents.

Smaller Places

For workplaces in the smaller towns and villages covered by the Act the new rate is $21.50 instead of $18.50. The part-time rate is increased from 45 to 55 cents an hour with a three-hour minimum of $1.65 for a worker when called to work. Messengers on foot or bicycle must now receive $13 instead of $10 a week for full-time and 40 instead of 30 cents an hour for part-time. The rates for those who drive horse-drawn or motor vehicles are the same as those fixed in the cities and larger towns, $27 a week and 65 cents an hour.

Long Distance Truckers

A similar 10 cent-an-hour increase is made in the minimum rate fixed for employees who regularly travel in the course of their duties to two or more cities, towns or villages at least 10 miles apart. These employees are covered by Order 9. If an employee operates a motor vehicle bearing a licence issued by the Highway Traffic Board designated by certain letters, he must be paid either 70 cents an hour, formerly 60 cents, or 2½ cents a mile, whichever is greater. If he does not operate a vehicle so designated, he must be paid 70 cents an hour, instead of 60 cents.

Janitors

The minimum full-time rate for janitors and caretakers in buildings used chiefly for residential purposes is raised from $27.50 to $30.50 a week. For part-time work the rate is 65 cents an hour instead of 55 cents.

Amusement Places

Persons working in billiard rooms, bowling alleys, skating or curling rinks, dance halls and theatres (except in cities), and other places where games of skill are played must be paid at least 60 cents an hour with a minimum in cities of $1.80 for each occasion on which they are required to report for duty. The former hourly minimum was 50 cents. For work done on eight specified public holidays such workers must now receive, in addition to their regular weekly wage, time and one-half the regular rate for every hour or part of an hour worked.

Summer Resorts

Workers employed in the summer resorts of Carlyle Lake, Kenosee Lake, Katepwe, Regina Beach and Waskesiu and the area within a three-mile radius of each, during the season June 15-September 15, are now to receive not less than 50 cents an hour rather than 40 cents, and at least $2 must be paid for each day on which a worker is required to report for duty instead of $1.60.

HIGHLIGHTS OF LABOUR LAWS ENACTED BY PROVINCIAL LEGISLATURES IN 1951

A survey of the legislation passed at the 1951 sessions of the provincial Legislatures indicates wide interest in labour legislation and considerable progress in improving legislative standards.

Anti-discrimination Measures

Among the most noteworthy were the Acts passed in Ontario to ban discrimination in employment on grounds of race, creed, colour, nationality, ancestry or place of origin and to require employers to pay women at the same rate as men when they are employed to do the same work in the same establishment. At the same time the Ontario Legislature passed an Act which, with suitable exemptions, permits women to serve on juries.

Employment of Children

To control the employment of children, the Nova Scotia Legislature enacted a statute prohibiting entirely the employment of a child under 14 in manufacturing, shipbuilding, electrical works, the forestry industry, construction, garages and automobile service stations, hotels and restaurants, the operation of elevators, and such amusement places as bowling alleys and pool rooms. In other occupations than the above, hours of children under 14 are limited to eight in a day or, if school is in session, to three hours, unless the child has been granted an employment certificate. Night work of children between 10 p.m. and 6 a.m. is forbidden. Inspectors may be appointed to enforce the Act.

Workmen's Compensation

Increased benefits under Workmen's Compensation Acts were provided for in six Provinces—Manitoba, New Brunswick, Nova Scotia, Ontario, Prince Edward Island and Saskatchewan.

The Newfoundland Act which was passed in 1950 came into effect on April 1, 1951, at which time amendments were assented to laying down the benefits to be paid. A Workmen's Compensation Committee which for the past year was engaged in the necessary preparatory work prior to putting the Act into effect has been appointed to constitute the Workmen's Compensation Board.

As in most of the other Provinces, a widow in Newfoundland will receive $50 a month, together with an immediate lump sum payment of $100. The payment for a child under 16 is $10 a month or for a child without either parent, $20. In non-fatal cases, a workman is entitled to compensation at the rate of 66⅔ per cent of his average earnings, the latter to be computed on a maximum basis of $3,000 per year.

In Manitoba, a change was made with respect to the maximum annual earnings which may be taken into account. These are now to be $3,000. At the same time, the minimum compensation payable where a workman is temporarily totally disabled was raised from $12.50 to $15 a week. A worker who is disabled for seven days or more will now receive compensation dating from the day of the injury. Hitherto, unless he was disabled for 14 days he did not receive compensation for the first three days.

In New Brunswick, two changes were made to take effect on January 1, 1952. The allowance for burial expenses will be increased from $150 to $200, and compensation to a disabled worker will be higher in that the maximum annual earnings taken into account in computing compensation will be $3,000 rather than the former $2,500.

The Ontario amendments partially implement the recommendations of Mr. Justice Roach's Royal Commission report (L.G., 1951, p. 315). Two major changes which will take effect on January 1, 1952, increase from $3,000 to $4,000 the maximum yearly earnings which may be taken into account in computing compensation, and reduce the waiting period from seven to five days. The amount which may be allowed for burial expenses was considerably increased, and the lump sum payable to a widow was raised from $100 to $200.

The Prince Edward Island Legislature added several industries to those already under the Act. It reduced the waiting period, which is now four days rather than seven. It also considerably increased the benefits to dependants of a workman whose death is caused by an industrial accident or disease. These include a monthly sum of $50 to a widow instead of $40; $12.50 instead of $10 to each child under 16; and an increase from $100 to $150 in the amount allowed for funeral expenses. Exclusive of the sum allowed for burial, the maximum compensation payable in fatal cases is now 75 per cent of earnings instead of the previous 66⅔ per

cent. In cases of total disability, the minimum payment which may be made was raised from $12.50 to $15 a week. Several additional diseases were made compensable.

In Saskatchewan, effective from June 1, 1951, increased monthly benefits to a widow (from $50 to $60) and to children under 16 (from $15 to $20) were provided for; the Nova Scotia Legislature raised the monthly benefit payable to a child under 16 in the care of a parent from $12.50 to $15 and the payment to an orphan child from $22.50 to $25.

Annual Holidays with Pay

In the matter of annual vacations with pay, a change was made in Manitoba to make the vacation commensurate with length of service. In that Province, since 1947, a week's holiday has been granted after a year's employment. Henceforth, a worker who has worked continuously for an employer for three consecutive years or more will, at the end of each year of service, be granted a holiday with pay of two weeks.

The British Columbia Annual Holidays Act was declared not to apply where workers are assured of an annual holiday with pay by the terms of a collective agreement if the Minister of Labour approves the holiday provisions of the agreement. The Act provides for one week's holiday with pay after a year of employment.

Public Holidays

Legislation to provide for time off with pay on public holidays was enacted in Manitoba. The Hours of Work Act was amended to prohibit work being done on seven specified public holidays unless overtime is paid or compensatory time off is given. The amendment will apply to all industries in the Province except farming. This is the first time that provision has been made by law for the granting of public holidays to men. Under the Manitoba Minimum Wage Orders, a woman may not work on a public holiday unless her employer has obtained a permit from the Minister of Labour.

In order that November 11 may be fittingly observed, the Manitoba Legislature passed the Remembrance Day Act which prohibits work for gain or reward and the sale or purchase of goods on Remembrance Day. Certain services which are essential to the community may be carried on, and emergency work may be done under permit from the Minister of Labour. An employee, other than a watchman or janitor, who is required to work on the holiday must be given equivalent time off without loss of pay within 30 days.

Notice of Termination of Employment

New provisions in the Manitoba Hours of Work Act prohibit termination of employment without written notice. Employers must serve notice of dismissal and employees must serve notice of termination of employment. Where wages are paid once a month or oftener, the period of notice required to be given corresponds to the length of the employee's pay period.

Hours

The scope of the Saskatchewan Hours of Work Act was extended. The Act requires time and one-half the regular rate to be paid for all work done after eight hours in a day and after 44 hours in a week. It will now apply to all workplaces in the Province which are located in centres with 300 or more people, which is the jurisdiction of the Minimum Wage Act. Since its enactment in 1947, the Hours of Work Act has applied to all workplaces in cities, to all factories in the Province, and to offices and shops in towns and villages.

In two provinces, some changes were made with respect to the closing of shops. In Ontario, provision was made for municipal by-laws requiring shops to close for a full day each week, and the Vancouver City Council was empowered to permit enough grocery shops for the accommodation of the public to remain open after the closing hours fixed by by-law.

Working hours of persons employed in the construction of public works carried out under contract with the British Columbia Government may not exceed eight in a day and 44 in a week except in cases of emergency. This requirement was laid down in the new Public Works Fair Wages and Conditions of Employment Act which also requires contractors to pay fair wages on such construction jobs. "Fair wages" are those generally accepted as current in the trade for workmen in the district. Where no current rate is established, the Minister may determine a fair rate of wages. This fair wage policy by which Government contracts are awarded on condition that wage rates must equal those current in the district where the work is carried out has been in effect in British Columbia for many years.

Minimum Wages

Replacing an Act which has been in effect since 1920, a new Women's Minimum Wage Act was passed in Nova Scotia. Instead

of applying only to cities and incorporated towns, as before, the new legislation will apply to the entire Province. While it is similar in principle to its predecessor, the new Act is more in line with the Acts of other provinces. More specific provision is made for inspection of premises, and more powers are given to the Minimum Wage Board, including power to fix the time and manner in which wages must be paid and power to exempt any group of employees or employers from the Act or any Minimum Wage Order.

Labour Relations

Four Provinces—New Brunswick, Nova Scotia, Quebec and Saskatchewan—made some changes in their labour relations legislation.

The British Columbia Legislature did not see fit to amend the Industrial Conciliation and Arbitration Act, as requested by labour, but it passed an Act authorizing a Board of not more than five members to inquire into the Act and its administration and to report before the Legislature meets in 1952.

The New Brunswick Labour Relations Act was amended to permit a municipality, by resolution, to bring any group of its employees under the Act. Seeking to influence another's vote in any election held by the Labour Relations Board, whether by intimidation, coercion or by the giving of money was declared an "unfair labour practice" for which a penalty is provided under the Act.

In Quebec, it was provided that decisions of the Labour Relations Board and of councils of arbitration set up under the Trade Disputes Act should not be subject to appeal to the Courts. A further enactment regarding the duration of collective agreements permits an agreement to be made for a longer period than heretofore. Agreements may now be made for one, two, or three years, but no longer.

By an amendment to the Saskatchewan Trade Union Act, the Labour Relations Board is no longer permitted to disestablish a company-dominated union. The Act now merely gives the Board power to determine if a union is company-dominated, and makes it an unfair labour practice for an employer to bargain collectively with such an organization.

Amendments with respect to the check-off were made in Saskatchewan and Nova Scotia. In Saskatchewan, the check-off may now be revoked only on the written request of the union instead of on the written request of the employee concerned. In Nova Scotia, so far as an uncertified union is concerned, the employer is required to institute a check-off system, if a majority of employees have voted for it, only where a collective agreement is in effect or where collective bargaining is being carried on.

Safety and Health

With a view to greater safety of employees in mines, the laws regulating employment in both coal and metal mines in Nova Scotia were completely revised. Improved safety standards of boiler inspection are contained in legislation passed in both Ontario and Saskatchewan. The new Boilers and Pressure Vessels Act in Ontario is a complete revision and consolidation of earlier legislation.

In a general revision of the Factories Act of British Columbia, the schedule which listed the workplaces covered by the Act was repealed as it was found difficult to keep it up-to-date. Instead, the definition of "factory" was broadened to ensure that all types of factories, as well as shipyards, laundries, elevators, etc. are governed by the Act. One new feature of the Act is a provision designed to protect factory workers from the inhalation of harmful gases, vapours or dusts. In every factory where a process is carried on by which gases, vapours or dusts are emitted, the Inspector is authorized to direct the employer to install the proper mechanical facilities for their removal.

Hospitalization

With respect to social security legislation, the British Columbia Hospital Insurance Act was amended to raise to $42 the maximum amount which may be levied on a person or family for hospitalization. Recent regulations under the Act have fixed the payment for the head of a family at $42 and that for a single person at $30, a $9 increase over the previous premiums. An inquiry into the Act and its administration by a Board of not more than 12 persons was authorized during the session.

Old Age Pensions

As a result of the federal-provincial fiscal conference held in December, 1950, at which a contributory old-age pension plan was proposed, to be put into effect after the necessary amendments to the British North America Act had been made, the Legislatures of Alberta, Manitoba and Quebec passed Acts authorizing the Provincial Government to enter into an agreement in order to implement the plan. Under this program, the federal Government would provide a pension of $40 a month to all persons of 70 years of age and over without a means test, and the federal and

provincial Governments would bear equally the cost of providing pensions of the same amount to persons between the ages of 65 and 69 with a means test.

Rent Control

Most of the provinces made provision for taking over rent control when federal controls were abolished. The Quebec Act freezes rents at their level of April 30 until August 1 of this year. The British Columbia, Manitoba and Ontario Acts provide for the taking over by the Province of the federal rental regulations. In New Brunswick, Nova Scotia and Prince Edward Island, the legislation gives municipalities power to impose rent control.

Labour Legislation in Ontario in 1951

The Ontario Legislature adopted two important laws designed to provide "equal pay" for female employees, and to prevent discrimination in employment. Among other enactments of interest to labour, important amendments were made to the Workmen's Compensation Act.

During the 1951 session of the Ontario Legislature, which lasted from February 1 to April 5, a measure was approved by which women will be entitled to pay equal to that of men if they do the same work in the same establishment. Another equally significant Act will promote fair employment practices in Ontario. It makes discrimination against men and women in respect to their employment because of race, creed, colour, nationality, ancestry or place of origin contrary to the law of the Province. Important amendments to the Workmen's Compensation Act will further increase benefits to injured workmen and their dependants. Most of the changes are based on recommendations made by Mr. Justice Roach who was named Commissioner to inquire into the operation of the Act late in 1949. A completely revised Boilers and Pressure Vessels Act was passed bringing the Act into line with present day practice with regard to manufacture, operation and inspection of boilers and pressure vessels. The maximum workweek of full-time firefighters was reduced from 72 to 56 hours. Provision was also made, under the Factory, Shop and Office Building Act, for any class or classes of shops in a municipality to close for one full day a week. Authority was given to the Provincial Government to regulate rentals of dwelling places.

Fair Employment Practices

A new Act, the first of its kind in Canada, was passed to prohibit discrimination in employment because of race, creed, colour or place of origin. Ten States of the U.S.A. already have legislation which is similar in principle to the Ontario Act and Bills to set up fair employment practices commissions were introduced in a number of State Legislatures this year.

The Fair Employment Practices Act, which emphasizes in its preamble that such a measure is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations, forbids employers to refuse to employ, to discharge or to discriminate against any person because of race, creed, colour, nationality, ancestry or place of origin. Trade unions are prohibited from excluding from membership or from expelling or suspending or from discriminating against any member or person for any of these reasons. Expressions of discrimination in employment applications or advertisements or in written or oral inquiries in connection with prospective employment are also banned.

Employers of fewer than five persons do not come under the Act, nor do domestic servants in private homes and religious, philanthropic, educational, fraternal and social organizations which are not operated for private profit.

The Act is to be administered by a Fair Employment Practices Branch of the Department of Labour headed by a Director.

Charges of discrimination will be dealt with first by conciliation procedure and, only if that fails, by prosecution. To enquire into a written complaint of discrimination under the Act, the Minister of Labour, on the recommendation of the Director, will appoint a Conciliation Officer who is required to report his findings to the Director. If he fails to settle the matter, the Minister may appoint a Commission of one or more persons with the powers of a Conciliation Board under

the Labour Relations Act. After hearing the parties, the Commission will recommend to the Director the course which should be taken, which may include reinstatement with or without compensation for loss of earnings. The Minister, on the recommendation of the Director, will then issue whatever order he deems necessary and authorize a prosecution if he sees fit. The Act stipulates that the Director is not to recommend that prosecution proceedings be undertaken if he is satisfied that the act complained of was done for security reasons in connection with a national emergency or war.

Fines up to $50 for an individual and $100 for a corporation, trade union, employers' organization or employment agency may be imposed for failure to comply with any provision of the Fair Employment Practices Act or any order made under it.

The chief Opposition criticism of the Bill on second reading was that it failed to provide for educational activities and that it was defective in its enforcement procedures. A motion to refer it to the Select Standing Committee on Labour, with instructions to hear evidence and representations from qualified experts and interested organizations and draw up a Bill "that truly expresses the principle of non-discrimination", was defeated by a vote of 45 to 34.

When the Bill came up for third reading, an Opposition attempt to amend it by including a prohibition of discrimination on the grounds of sex was defeated by a vote of 42 to 33.

This was the second Fair Employment Practices Bill which was brought in by the Government at the 1951 session, the earlier one having been withdrawn after first reading. The principal difference between the two Bills was with respect to the administrative authority which in the earlier Bill was to have been the Labour Relations Board. A further difference was that the first measure did not ban trade unions from discriminating against their members or against other persons.

Earlier in the session the three Opposition groups also presented Fair Employment Practices Bills, none of which went beyond first reading. These were similar in principle to the Government Bill but were somewhat wider in scope. Two covered all persons employing three or more employees while the third covered all employees including domestic servants. Two of them provided for co-operation by the administrative authority with various groups in the study of problems of discrimination and in developing educational programs. All three provided for higher penalties than those fixed in the Government measure.

Equal Pay For Equal Work

A second important anti-discrimination measure was passed to ensure equal pay for men and women doing the same work in the same establishment. Effective from January 1, 1952, the Female Employees Fair Remuneration Act prohibits an employer or his agent from discriminating between male and female employees by paying a female employee at a lower rate than a male employee employed by him for the same work in the same establishment. A difference in the rate of pay between a female and a male employee based on any factor other than sex is not to be considered a breach of the Act.

The Act does not affect written contracts of employment and collective agreements which were made before March 1, 1951, but if any such contract or agreement is in effect on September 1, 1952, the Act will apply.

The machinery for dealing with charges of discrimination is the same as that established under the Fair Employment Practices Act (see above).

Fines up to $100 are provided for offences under the Act.

Opposition members criticized the terms of the Bill, particularly the provision that pay would have to be equal only when men and women were doing the "same work". A motion, which was defeated by a vote of 43 to 28, declared that legislation on equal pay for equal work "should apply to work of comparative character or on comparable operations or where comparable skills are involved, should protect workers who lodge complaints and should contain adequate enforcement procedures" and asked that the subject be referred to the Select Standing Committee on Labour and a Bill drawn up which would meet these standards.

An Opposition Bill respecting equal pay for equal work which was given first reading before the introduction of the Government measure would have prohibited employers from discriminating in wage rates between men and women in work of comparative character or work on comparable operations, or where comparable skills are involved, and would have required employers who violated this provision to pay the wages found to be due to the employee affected and an additional amount in liquidated damages.

Workmen's Compensation

Important amendments were made to the Workmen's Compensation Act, chiefly to implement some of the recommendations of the Report of Mr. Justice W. D. Roach who recently made an inquiry into the operation of the Act.

In accordance with Mr. Justice Roach's recommendations, the maximum annual earnings on which compensation is computed were increased from $3,000 to $4,000 which is a higher amount than that fixed by any other province. In Saskatchewan, and by a 1951 amendment, in Manitoba, any earnings in excess of $3,000 are disregarded and in the other provinces any earnings over $2,500 a year may not be taken into account.

The waiting period which must elapse before compensation is payable was reduced from seven to five working days. The Royal Commission Report recommended a waiting period of four days. These two amendments will not take effect until January 1, 1952.

As recommended in the Report, the maximum amount allowed for burial expenses was increased from $125 to $200, effective immediately. Where a workman's body has to be transported a considerable distance for burial, compensation includes a further sum for the necessary expenses involved. The former maximum of $125 was removed and the Workmen's Compensation Board permitted to determine the sum which may be paid. Mr. Justice Roach recommended a limit of $175.

Instead of the immediate lump sum payment of $100 to a widow or to a foster mother, $200 will now be paid. No recommendations were made in the Report with regard to this matter.

A number of minor amendments were made to the sections of the Act governing medical aid. One of these, which was recommended by the Commissioner, provides that treatment by chiropodists registered under the Chiropody Act may be included under the term "medical aid", and such persons as chiropodists and drugless practitioners will be required to submit reports to the Board with regard to an injured workman. These two amendments will take effect from January 1, 1952. Another amendment authorizes the Workmen's Compensation Board to determine questions as to the payment for medical aid as well as questions regarding the necessity, character and sufficiency of medical aid. The fees for medical aid are fixed by the Board and no action for any larger amount lies against the Board. A further amendment provides that no action in respect of such charges lies against the injured workman, his employer or against any other person. If an account for payment of medical aid is not received by the Board within the prescribed time, the Board may impose a penalty by way of a percentage reduction in the amount of the account.

The amending Act repealed as obsolete Section 6 (7) of the Act which made an employer individually liable to pay compensation for an accident that happened out of Ontario, where he had not fully contributed to the Accident Fund in respect of all the wages of his workmen who were engaged in the work in which the accident happened. Mr. Justice Roach pointed out that when an accident happens in Ontario compensation is paid out of the Accident Fund notwithstanding that the employer is in default in paying his assessments, and that there was no reason why it should not be paid out of the Fund when an accident happened out of Ontario in like circumstances. The Commissioner reported that the subsection was in conflict with other sections of the Act.

Another change which was proposed by the Commissioner and accepted by the Legislature was one which permits an employer in Schedule 2 who is individually liable to make a weekly or other periodical payment of compensation to apply to the Board to have his liability commuted by the payment of a lump sum equal to the full annual value of the periodical payments, or, as heretofore, a sum equal to 75 per cent of the annual value of the weekly or other periodical payments.

When the amending Bill came up for second reading, all Opposition groups combined to request further implementation of the Royal Commission Report. A motion was introduced that the Bill "be referred to the Standing Committee on Labour, and that the said committee be authorized to incorporate in the Bill provisions implementing the recommendations of the Hon. Mr. Justice Roach regarding accident prevention, industrial diseases, compensation for second injuries and injuries aggravated by pre-existing physical conditions, and such other recommendations of the said Mr. Justice Roach as the committee deems advisable", but the amendment was ruled out of order.

Subsequently, an Opposition Bill was introduced to implement the specific recommendations of the Commissioner with regard to accident prevention, chief of which were that accident prevention should be brought under the direct jurisdiction of the Workmen's Compensation Board and that there should be more active participa-

tion of labour in any organized system of accident prevention. This Bill was given a six months' hoist on March 7, at which time the Minister of Labour, Mr. Daley, stated that the recommendations of the Commissioner with regard to this matter were being studied by his Department.

Steam Boilers and Pressure Vessels

A new and completely revised Boilers and Pressure Vessels Act consolidates the former Steam Boilers Act which governed the inspection of steam boilers during construction, alteration and repair, and Section 57 of the Factory, Shop and Office Building Act which provided for the inspection of boilers and pressure vessels in factories, shops, restaurants, office buildings, public buildings and other places. In introducing the Bill in the Legislature, the Minister of Labour stated, "With the technical advances made in this field and the present widespread use of boilers and pressure vessels it is necessary to bring the Act into line with present day practices." The Act will come into force on Proclamation.

New sections in the Act require all inspectors, including those of boiler insurance companies, to hold certificates of competency, require the design of a boiler or pressure vessel to be submitted to and approved by the Chief Inspector before construction is begun, and provide for the registration and testing of welding operators. The Act stipulates that inspectors when carrying out their duties must refer to certain safety codes governing boilers and pressure vessels.

The Act covers boilers with a heating surface of over 30 square feet; pressure vessels for permanent use at a pressure of more than 15 pounds with an internal diameter of more than six inches (or more than 24 inches if used for storing hot water for domestic purposes or if connected in a water pumping system containing air that is compressed to serve as a cushion); and refrigeration plants with a capacity of more than three tons of refrigeration in 24 hours. Excluded from coverage are boilers used for heating buildings occupied by not more than four families, those used in connection with an open type hot water heating system, pressure vessels used exclusively for hydraulic purposes at atmospheric pressure, boilers and pressure vessels used exclusively for agricultural purposes, those used in the operation of a railway under the jurisdiction of the Board of Transport Commissioners and those subject to the Canada Shipping Act. Shipping containers subject to inspection by the Board of Transport Commissioners are also excluded.

The Lieutenant-Governor in Council may exempt any type of boiler or pressure vessel or any plant from the Act.

Qualifications of Inspectors.—A new provision requires all Government inspectors and other persons who inspect boilers, pressure vessels and plants to hold a certificate of competency. An applicant for a certificate of competency must, as before, pass examinations or tests as may be prescribed by the Minister by regulations.

Annual Inspection.—More detailed provisions are set out regarding the powers and duties of boiler inspectors. As before, an inspector must inspect at least once a year every uninsured boiler and pressure vessel used in the Province, but the Chief Inspector may order a further inspection at any time. The Minister may also require an insured boiler or pressure vessel to be inspected at any time.

The Act provides that the publications of the Canadian Standards Association, of the American Standards Association and of the American Society of Mechanical Engineers shall be deemed to contain the rules which must be referred to by the inspectors in carrying out their duties under the Act with regard to the approval of designs, and the manufacture, installation, inspection, testing or operation of boilers, pressure vessels and plants.

By written notice an inspector may require the owner or person in charge of a boiler, pressure vessel or plant to prepare it for inspection, and the owner or engineer in charge is required to carry out any orders he may issue to ensure a proper inspection. On the annual inspection, the inspector must see that the boiler, pressure vessel or plant is being operated and maintained in accordance with the Act and regulations and that the safety valves are properly set and sealed. He must also review the maximum working pressure and make any reduction in it for safe operation of the boiler having regard to its age and condition. The inspector may give oral or written instructions to the person in charge of a boiler or pressure vessel in any matter of safety regarding its installation, operation or repair. If the instructions are not carried out within the time specified, the Chief Inspector may order the boiler, pressure vessel or plant to be shut down and may cancel the inspection certificate or the certificate of approval.

As before, on the completion of the annual inspection, the inspector must report

to the Chief Inspector on the condition and operation of the boiler or pressure vessel and if it is found to be in a safe condition, an inspection certificate will be issued, on payment of the prescribed fee and expenses. The certificate is valid for one year unless it is cancelled or a shorter period specified. Where practicable, it must be posted in a conspicuous place near the boiler or pressure vessel. The maximum pressure at which a boiler or pressure vessel may be operated must be set forth in the certificate. Where a boiler, pressure vessel or plant is found to be in an unsafe condition or is being operated in a dangerous manner, the inspector must, on the instructions of the Chief Inspector, seal the boiler and take steps to remove the danger. A boiler or pressure vessel which has been so shut down may not be operated until permission in writing has been obtained from the Chief Inspector.

The owner, engineer or other person in charge of a boiler or pressure vessel must point out to the inspector during an inspection any defects he believes to exist and if between inspections he becomes aware of any defect he must notify the Chief Inspector forthwith.

Where an inspector is satisfied that a boiler or pressure vessel can no longer be used safely, he must, after notifying the Chief Inspector, seal it indicating that it is condemned and take possession of its certificate of inspection. Unless it is repaired as required by the Chief Inspector, and a new certificate of inspection issued, a condemned boiler or pressure vessel may not again be used. It may not be sold or moved to another location for re-use without the Chief Inspector's consent.

Construction of Boilers.—The Act requires the manufacturer of every boiler or pressure vessel to be constructed for use in Ontario to submit its design to the Chief Inspector for approval and registration before construction is begun and, similarly, the designs of plants must be approved and registered before installation is commenced. If a boiler or pressure vessel has been constructed without its design having been approved and registered, the Chief Inspector may approve its design, if it otherwise meets the requirements of the Act and regulations.

Inspection of boilers and pressure vessels at any stage during construction or on installation may be required by the Chief Inspector who will issue a certificate of inspection on payment of the prescribed fee if he is satisfied that they may be operated safely. No person may operate a boiler or use a pressure vessel unless a certificate of inspection or approval is in effect.

Where a boiler or pressure vessel has not been inspected during construction, the Chief Inspector may issue a certificate of approval, upon payment of the required fee, which shall authorize its operation until its annual inspection. Provision is made for allowing boilers and pressure vessels to be installed and operated if the design of a newly constructed vessel is not available for registration or if the design has been approved but the vessel is found to be defective after construction. In the latter case, the Chief Inspector may allow the vessel to be operated within such limits of safety as he may deem proper and fix a specified time for the defects to be remedied. Failing compliance, he may cancel the registration of the design.

If a boiler or pressure vessel has not been constructed in accordance with its approved design but may be safely used at a lesser pressure than its design pressure, the inspector must fix the maximum working pressure at which it may be operated. Every boiler and pressure vessel must have at least one safety valve of adequate capacity set to relieve at or below the maximum working pressure.

With respect to boilers and pressure vessels built outside of Ontario for use in that Province, the Act permits the Chief Inspector to arrange with the inspection service of the other province or country to have inspections carried out during construction.

A used boiler must be inspected and tested before being put into operation, and one previously used outside of Ontario may not be installed without the consent of the Chief Inspector, who before issuing a certificate of inspection must be provided with detailed information concerning its design, specifications and manufacture.

Before any major repairs are made to a boiler or pressure vessel, the inspector must be notified and he must inspect the work before the boiler or pressure vessel may again be used.

Insured Boilers.—Insured boilers are subject to an annual inspection by inspectors employed by boiler insurance companies and are exempt from annual inspection by Government inspectors. A copy of the report of each annual inspection made by inspectors of insurance companies must be filed with the Chief Inspector within 30 days after the inspection, and the Chief Inspector must be immediately notified when an insurance company cancels the insurance on a boiler or pressure vessel or rejects an application for insurance.

Provision is made in the Act for closer co-operation between the Department of Labour and boiler insurance companies. The Minister may permit the Chief Inspector to employ the services of an insurer or any other person qualified to inspect boilers and pressure vessels in Ontario to make an inspection required under the Act and submit a report within 14 days.

Welding Operators.—Welding operators must be registered with the Chief Inspector who is authorized to approve the procedures to be followed in welding boilers and pressure vessels.

Each time that a welder changes his employment, and as often as the Chief Inspector requires he must take a test, under the direction of an inspector to determine his competency. The inspector must give the welder written details of the test stating the degree of his efficiency and indicating the type of welding which he may do. If the welding is found to be faulty, the inspector must notify both the welder and his employer and the welder will not be allowed to weld on any boiler or pressure vessel until he has passed a further test.

Accidents.—Full details of an explosion or rupture of a boiler or pressure vessel or an accident arising from their use which injures or kills a person must be reported immediately to the Chief Inspector by telephone or telegraph. The Chief Inspector or an inspector must then investigate the accident to determine the cause. No parts of a boiler or pressure vessel in which an explosion has occurred may be moved, except as may be necessary to remove an injured person, until the permission of an inspector has been obtained.

General.—The Lieutenant-Governor in Council is empowered to issue regulations under the Act. The penalties for offences against the Act are a minimum fine of $25 and a maximum fine of $500 for each offence.

Hours of Fire Fighters

The maximum hours during which a fire fighter is required to be on duty on the average in any work week were reduced from 72 to 56, by an amendment to the Fire Departments Act. This limit applies to full-time fire fighters in municipalities having a population of not less than 10,000. The change will not take effect until January 1, 1952.

Weekly Closing of Shops

A Private Member's Bill was passed amending the Factory, Shop and Office Building Act to provide for the closing of shops for a full day each week by municipal by-law as an alternative to the half-holiday each week which was previously provided for.

A municipal council, on petition of three-quarters of the occupiers of a class of shops in the municipality must, within one month, pass a by-law requiring all shops of that class in the municipality to be closed and remain closed during such periods of the year as are named in the application on one particular day each week during the whole day and until not later than 5 a.m. of the following day.

Medical Examination of Employees of School Boards

An amendment to the Department of Education Act authorizes the Minister of Education to require employees of school boards to submit periodically to medical examination. Previously, this power could be exercised only in respect of teachers.

Mothers' Allowances

Amendments were made to the Mothers' Allowances Act with respect to the conditions of eligibility to receive an allowance.

It is now stated that a monthly allowance may be paid to a mother towards the support of one or more children if she has divorced the father of the child or children and has been awarded custody of them in proceedings in which no provision was made for their maintenance, or if the father has failed to carry out his obligations and has not been heard of for at least a year.

Allowances are normally paid until a child becomes 16 but if the child's birthday occurs during the school year and he is attending school the allowance is continued to the end of the school year. Now, however, in special cases where the Mothers' Allowances Commission is satisfied that the child's progress in school justifies payment of the allowance beyond 16 years the allowance may be continued for a further period, but only until the child reaches 18.

Similarly, if the Commission is satisfied that a child in respect of whom an allowance is paid has a mental or physical disability which justifies the continuance of the allowance after 16 years, the allowance may be paid up to the age of 18.

The required period of residence in the Province before making application for an allowance has been reduced from two years to one year. As before, a mother must be a resident of the Province at the time she applies for an allowance. The Commission is authorized to refuse payment if it believes that the mother is not a suit-

able person to receive an allowance. With these exceptions, conditions of eligibility to receive an allowance are unchanged.

Unemployment Relief

Changes were made in the section of the Unemployment Relief Act which determines the responsibility of municipalities for unemployment relief to persons who have not resided there for a full year (L.G., 1935, p. 524). The section was revised to provide for cases where new Canadians require public assistance before they establish residence in a municipality for a year, and to make it possible for the Province to pay the full cost of any relief administered.

Under the Act, municipalities are liable for direct relief to a person who is in needy circumstances, or who is unemployable because of mental or physical incapacity. A municipality which has furnished direct relief to a person who has moved there may recover the cost of the relief from the municipality where the person formerly resided, the latter municipality being liable for such relief for a period of 12 months after removal.

A new provision deals with a person who has resided outside of Ontario for the previous 12 months and who, after moving into the Province, is granted direct relief by a municipality in Ontario. In such case, the Act now states that the municipality is entitled to be reimbursed by the Province for the full amount expended on behalf of such person until he has been a resident of the municipality for 12 months. However, the municipality will not be reimbursed if such person is to be returned to his former place of residence outside of Ontario.

Rent Control

An Act, which was proclaimed in effect on April 30, was passed to continue in force in Ontario, the Dominion Wartime Leasehold Regulations after the Dominion Government vacated the rental control field.

In order that matters of rentals and tenure may be fairly dealt with and adjusted, the Lieutenant-Governor in Council was authorized to exercise all the powers of the Wartime Prices and Trade Board with respect to the Wartime Leasehold Regulations including power to administer and enforce these regulations or to revoke, amend or replace them.

During the session a select committee of the Legislature was set up to devise a system of leasehold regulations for the Province.

Bills not Passed

Five Private Members' Bills seeking to amend the Hours of Work and Vacations with Pay Act were all given a six months' hoist. These were similar to Bills introduced at the 1950 session. In them were included proposals to reduce the maximum weekly hours of work from 48 to 40 without reduction in weekly pay, to require payment at the rate of time and one-half for overtime and to limit overtime to eight hours in a week and 100 in a year. Two Bills would have provided for two weeks' vacation with pay instead of one, and another would have provided for one week's vacation with pay after one year's employment and two weeks after two years' employment or more, with vacation credits of two per cent during the first year and four per cent during the second or each subsequent year.

Another Private Member's Bill which has been introduced for the past several years proposed to establish a minimum wage of 75 cents an hour for all workers except apprentices.

A Bill to amend the Labour Relations Act sought to require employers to institute the voluntary revocable check-off of union dues. At present six provinces have a check-off provision in their industrial relations legislation—British Columbia, Alberta, Saskatchewan, Nova Scotia, Prince Edward Island and Newfoundland.

Labour Legislation in the Yukon and Northwest Territories in 1950

YUKON

In the Yukon Territory, an Ordinance was passed which requires employers to grant their employees an annual holiday of two weeks with pay after completing a year of continuous service. The Workmen's Compensation Ordinance was revised to raise the percentage rate of compensation for temporary disability from 50 to $66\frac{2}{3}$. Under the Ordinance, an employer is individually liable for the payment of compensation, and by a further amendment, he must carry accident insurance for his workmen in an approved company. Amendments were made to the Steam Boiler Ordinance, mainly to provide for the certification of welders.

Workmen's Compensation

The Workmen's Compensation Ordinance, which has been in effect since 1917 and which applies to undertakings employing five or more workmen, was changed in several particulars. Under this Ordinance, an employer is liable to pay compensation for injuries causing death or disability for three days or longer unless the injury is attributable solely to the serious and wilful misconduct or intoxication of the workman. Compensation is also payable for specified industrial diseases.

Sections similar to those in the Northwest Territories Ordinance were added requiring every employer in the Yukon Territory to enter into and maintain a contract of insurance, in an amount and with a company approved by the Commissioner, providing for payment of compensation to his employees. An employer may be exempted from this requirement only if he has made other arrangements satisfactory to the Commissioner for the protection of his workmen. If an employer fails to enter into a contract of insurance, he is liable to a maximum fine of $500 and, in addition, the Commissioner may refuse to grant him a licence to carry on business or may cancel his licence.

A further amendment raised the rate of compensation for temporary disability from 50 to 66⅔ per cent. Previously, the Ordinance provided for the payment of compensation for temporary disability, making no distinction between a total or a partial disability, at the rate of 50 per cent of average daily wages. As the Ordinance now stands, the compensation payable by the employer to the workman for a temporary total disability is 66⅔ per cent of the workman's average daily wages, and for a temporary partial disability 66⅔ per cent of the difference in his average earnings before and after the accident. As before, compensation is a weekly sum payable during disability but for not longer than 12 months.

A third amendment makes it clear that an employer is exempt from liability to pay compensation for an accident to a workman who is entitled to compensation under the legislation of any province or territory other than the Yukon Territory, as well as under any United States law, as previously.

Holidays with Pay

The Annual Holidays Ordinance, which went into effect on January 1, 1951, is the first statutory provision for holidays with pay for workers in the Yukon Territory. The Ordinance is, in general, similar to the holiday legislation in effect in six provinces and in the length of the holiday period is like that of Saskatchewan.

It provides for a holiday of two weeks with pay for all employees except those engaged in farming, ranching, market-gardening, domestic service in a private residence and family undertakings. A worker becomes entitled to an annual paid holiday after completing one year of continuous service comprising not less than 280 days of actual work.

If a public holiday occurs during the worker's vacation, one working day is to be added to the holiday period, and in addition to his regular holiday pay he must be paid the wage to which he is entitled for the public holiday.

If the employment is terminated during the working year but if the worker has performed at least 90 days' work, he must be paid the equivalent of one day's pay for each 25 days of actual work during the uncompleted working year. A period of less than 25 days of actual work will not entitle a worker to a portion of a day's pay. A worker who leaves his employment at the end of a working year and who has not been given the 14 days' holiday to which he is entitled must be paid 14 days' wages in lieu of the holiday.

The 12-months qualifying period is deemed to have begun on the latest of the following dates: (*a*) one year immediately before January 1, 1951; (*b*) the date of entering employment with the employer; (*c*) the date on which the employee became entitled to an annual holiday under any Ordinance, custom, agreement, or under his contract of service.

The Commissioner or any person authorized by him may inspect the books, payrolls and other records of the employer to ascertain whether or not the provisions of the Ordinance are complied with and he may require the employer to verify entries by statutory declaration and to furnish further information.

The Commissioner may make regulations as may be necessary for the carrying out of the Ordinance.

Penalties are provided for failure to comply with the Ordinance or regulations, for making false statements with intent to deceive and for obstructing the Commissioner or his representative in the exercise of the powers conferred by the Ordinance. For a first offence, the penalty is a fine of from $25 to $100 or, in default of payment, imprisonment from 10 to 30 days, and for a subsequent offence, not less than $50 nor more than $200 or, in default of payment, imprisonment from 30 to 90 days.

If an employer is convicted of failure to pay money to an employee as required by the Ordinance, the convicting magistrate must, in addition to levying the fine, order the employer to pay to him the amount due for transmittal to the employee.

Steam Boilers

Amendments to the Steam Boiler Ordinance provide for the examination and qualification of welders and set out a schedule of fees for inspection of steam boilers, for engineers' and welders' certificates and for the annual registration of certificates.

No person may weld on a boiler, pressure vessel or piping in a steam plant or oil still unless he holds a valid certificate under the Ordinance. Three types of welder's certificates are provided for—Class A, Class B and Provisional Welder's Certificate. A Class A Certificate permits the holder to repair boilers and fired or unfired pressure vessels by means of gas or electric welding or both. Class B permits the holder to perform such repairs without supervision only on vessels of 15 pounds p.s.i. or under; if the vessel carries a higher pressure, a holder of a Class B Certificate may only carry out the welding under direction of a person holding a Class A Certificate. A Provisional Welder's Certificate, issued for not more than six months in a year, may be granted to a person who has been employed as a welder for at least two years, permitting him to perform the type of work endorsed on the certificate.

To qualify for a Welder's Certificate, a candidate must pass an examination, conducted by the Inspector of Steam Boilers, which may include a written test. The examination includes a physical check-up, a test of the candidate's knowledge of welding sheet-steel, heavy steel and cast iron and of brazing, a test of his knowledge of the behaviour of materials under the stresses of welding and a practical test. A welder may not take the examination unless the Inspector is satisfied that he has had sufficient experience.

A schedule of fees is now appended to the Ordinance.

As before, the owner of a boiler or pressure vessel must see that it is inspected at least once a year. The Inspector must record all particulars of inspection so that the prescribed fees may be collected by the Territorial Treasurer. The inspection certificate may be withheld by the Inspector until the fees are paid.

School Attendance

A new School Ordinance raises the school-leaving age from 12 to 14 years. A parent, guardian or other person having charge of a child between 7 and 14 years resident in an area in which there is a school is required to send the child to school for the whole school year. Previously, a child between 7 and 12 years was required to attend school for at least 16 weeks in each year, eight weeks of which were consecutive.

For failure to see that a child between 7 and 14 attends school or is educated otherwise, a parent or guardian, on summary conviction before a Justice of the Peace, is liable to a fine not exceeding $5 or, in default of payment, to imprisonment for not more than five days, with or without hard labour.

A parent or guardian is not liable to penalty for failure to send a child to school if the child is unable to attend by reason of sickness or other unavoidable cause, if there is no school open which the child can attend within a mile of his residence, if the child has reached a standard of education equal to or higher than that to be attained in such school, if the parent or guardian had not the means to clothe the child adequately, or if the child's mental condition is such as to prevent his attendance at school or his application to study.

Chauffeurs' Licences

The age limit for a chauffeur's licence was raised to 18 years for men, the same as the age limit in effect for women, by an amendment to the Motor Vehicle Ordinance. Previously, an application for a chauffeur's licence was not accepted from boys under 16 and girls under 18. An applicant for a chauffeur's licence must file with the Commissioner a certificate of good character, a health certificate signed by a qualified doctor, and a certificate of competency as a driver.

Employment of Young Persons in Serving Liquor

The new Cocktail Lounge Ordinance prohibits a person who operates an establishment licensed for the sale of liquor from allowing a person whom he knows to be under 21 to dispense liquor on the premises. A penalty of $50 and costs or, in default of payment, one month's imprisonment is provided for a first offence, and for subsequent offences the penalty is $100 and costs or two months' imprisonment.

The Ordinance also authorizes the Commissioner to make regulations providing for

licensing employees of persons operating licensed premises and prescribing requirements for such employees.

Old Age Pensions

An amendment to the Old Age Pensions Ordinance provided for the payment by the Government of the Yukon Territory of a supplemental allowance of not more than $20 a month for the period from April 1 to June 30, 1949, and of not more than $10 a month thereafter to persons who are receiving old age or blind pensions.

The amendment also ratified and incorporated in the Ordinance the agreement between the Government of Canada and the Government of the Yukon Territory which was effective from July 1, 1949, providing for the payment of pensions at the new higher rate, following amendments to the Old Age Pensions Act (Canada) under which the basic monthly pension was increased from $30 to $40 a month. Of this amount the Government of Canada contributes 75 per cent and the Territory 25 per cent.

NORTHWEST TERRITORIES

Motion Picture Machine Operators

The Motion Pictures Ordinance was replaced by a new Ordinance which provides for the licensing of operators by the Commissioner of the Northwest Territories. Previously, an operator was required to hold a licence issued by one of the Provinces of Canada. The Ordinance now makes provision for either type of licence. The Commissioner is given power to make regulations providing for the examination of operators and prescribing the application for and the issue and form of operators' licences. Officers designated by the Commissioner to investigate the fire prevention facilities of theatres are authorized to demand the production of operators' licences.

As before, no one under 18 may operate a motion picture machine. An operator must thoroughly examine the machine and all wire connections before each performance. During the operation of the machine he must devote his full attention to it and must not permit any unauthorized person to enter the enclosure. He is not permitted to operate the machine while under the influence of liquor nor to smoke or light matches while working.

Chauffeurs

A revised Motor Vehicles Ordinance, which came into force on April 1, 1951, lowered the age limit for obtaining a chauffeur's licence from 18 to 16 years.

Licensing of Trades and Businesses

The Business Licence Ordinance, which repealed a 1938 Ordinance and its amendments, forbids a person to carry on any of the businesses or occupations listed in the schedule without first obtaining a licence and paying the required fee.

An applicant for a licence who is an employer of labour is required to state in his written application the arrangements he has made for the protection of his workmen in case of accident in accordance with the provisions of the Workmen's Compensation Ordinance or his reasons for not making such arrangements.

Minimum Wage Legislation in France

A recent issue of the "Revue Française du Travail", published by the Department of Labour and Social Security in France, is devoted to the recent legislation regarding minimum wages in that country. The first part of the report is a historical summary of the development of wage regulation in France up to the measures approved on February 11, 1950. The new law restores to employers and employees the right to establish wage rates by free collective bargaining. The establishment of other working conditions through collective bargaining had been permitted by legislation at the end of 1946, when the large measure of control assumed by the Government during the war was partially relaxed. The 1950 law, besides permitting free collective bargaining concerning wages, retains the State's right to establish minimum wages. The article then goes on to describe minimum wage-fixing methods under the new Act.

Earlier Wage-fixing

State intervention in the fixing of minimum wages was first introduced in 1899 when "normal" wage rates were established for workers engaged on public works. Within each particular occupation it was provided that the worker should receive a wage rate comparable to wages currently in effect in the region concerned. This step, though a beginning, only affected those workers engaged on State public works and the minimum wages thus adopted were optional as far as other public bodies were concerned.

In 1915, a minimum wage was established for female home workers in the clothing industry. In 1926, this order was extended to cover women home workers in the basket-weaving, leather-manufacturing and brush-making industries. Male home workers in the clothing industry were brought under minimum wage legislation in 1928. Minimum wage provisions were again extended in 1935 when workers in the silk and rayon-weaving industries were made subject to such measures. Legislation affecting home workers was modified somewhat in 1941 and in 1943 but without any change in principle.

Legislative measures of 1936 and 1938, regarding collective agreements between employees and employers, marked a change-over from intermittent and indirect State intervention in the minimum wage field to direct and broad wage establishment. The 1936 law made it compulsory for all collective agreements whose provisions could be extended to cover a particular region (in much the same manner as provided for in the Quebec Collective Agreement Act) to contain a clause respecting minimum wages. The 1938 measure further provided that in collective bargaining wage rates could be revised in accordance with changes in the cost-of-living index and in the economic situation of the industry concerned. In 1939 minimum wages were set for industries working on national defence contracts. In 1940 all wages were subject to government regulation.

After the liberation the Government was able to utilize its experience in the field of wage regulation to establish a basic minimum wage for all industrial occupations. The "Revue" notes that the new principle contained in the legislation of February 11, 1950, is that a statutory minimum wage should be based on an estimate of what is the minimum return required by a worker. This estimate is to be arrived at after full consultation with employers' and workers' organizations.

The New Legislation

The law of February 11 makes provision for the setting of a national statutory minimum wage. A decree of August 23, 1950, set a minimum wage for industrial workers varying according to zone, applying to all those who are covered by or are parties to a collective agreement. A second decree of October 9, 1950, extended the application of the minimum wage rate set for industrial workers to rural craftsmen *(artisans ruraux)*, certain workers in agricultural undertakings, and employees of all duly established offices and agencies connected with agriculture. For all other agricultural workers, a slightly lower minimum rate was set. Subsequent Government decrees are to set a minimum wage for those employed in the merchant marine and in the catering industry.[1] Male and female workers of 18 years of age and over who are not handicapped are covered by the new legislation. Apprentices are specifically exempted.

The Higher Committee for Collective Agreements, which was established in 1946, was authorized to provide the Government with a typical budget which would guarantee a minimum or basic standard of living. Previously, the budget method had been used in establishing salary rates for public servants. The Higher Committee for Collective Agreements is composed of representatives of Government Departments, employers and workers under the chairmanship of the Minister of Labour and Social Security.

In the National Assembly and in the Council of the Republic (Upper House) two viewpoints were predominant with respect to the establishment of minimum wages based upon a typical budget. One view was that the Government should determine minimum wage rates without having recourse to any group or organization, while the other point of view suggested that the Higher Committee for Collective Agreements should set the wage rates, with the Government merely ratifying such regulations. The result was a compromise solution whereby the Government set the rates after taking into account general prevailing economic conditions and the advice of the Higher Committee based on budget studies.

From the many studies that had been made by the Committee the Government first set minimum salaries and wages on August 23, 1950. The legislation provides for a basic minimum of 64 francs an hour. The first zone of the Paris region receives the highest minimum rate, 78 francs an hour. The minimum hourly rates in other zones are established on a sliding scale, declining from the maximum of 78 francs. However, in no region can the minimum rate differ by more than 18 per cent from the hourly wage paid in the first zone of the Paris area. The law further provides that wage-setting policies must take into account the board and lodging provided for many employees by their employers.

The administration and enforcement of this minimum wage legislation have been entrusted to the Departments of Labour

[1] A decree of November 15, 1950, set a minimum wage for the merchant marine.

and Social Security, Finance and Economic Affairs, Public Works, Interior, Transport and the Tourist Trade, Industry and Commerce, Agriculture, the Merchant Marine and the Secretary of State for Economic Affairs as it is related to each of these particular Ministries.

In advising the Government upon the establishment of minimum rates, the Higher Committee studied briefs on workers' budgets prepared by several organizations, including the Cartel Interconfédéral, the Confédération Générale du Travail—Force Ouvrière, the Mouvement Populaire des Familles, the Union National des Associations Familiales and the Confédération Française des Travailleurs Chrétiens. These briefs took account of items that were considered to be basic necessities for the worker.

On May 8, 1950, the Higher Committee after discussion with the interested labour, industry, family and social welfare groups, decided that a single worker's budget should provide for those necessities which are considered basic and indispensable. Studies were prepared by two subcommittees, one studying food items and the other, non-food necessities.

It was estimated that 7,152 francs were necessary for food purchases each month and 8,048 francs monthly for non-food items, a total of 15,200 francs. The food budget was accepted in its entirety by the committee while the non-food budget did not receive the complete support of either the sub-committee or the full committee.

The sub-committee on food items concluded that 2,897 calories per day represented a basic diet. Employer representatives suggested the figure of 2,400 calories which was the amount established in a 1935 study made by the Hygiene Commission of the League of Nations. The amount stated as necessary for food purchases was calculated on the price index published by the National Institute of Economic and Statistical Studies. In establishing the figure of 7,152 francs, the sub-committee considered those foods that always or should always enter into the monthly budget such as meat, bread, butter, margarine, oil, vegetables, fresh fruit, milk, etc. In addition, the habits and customs of the French people with regard to foods and drinks were given consideration.

Also presented, at the request of the representatives of family organizations, was a budget for a family of four, the family consisting of the father, mother and two children. In this case a total monthly expenditure of 43,776 francs was considered necessary, 22,088 francs being spent for food and 21,688 francs for other items.

The several groups present at the Committee's hearings raised many objections to the findings of the Committee. A group of French employers (Conseil National du Patronat Français) felt that the Committee's estimates were based too much upon the needs of the Parisian worker and therefore did not represent an accurate budget. It suggested instead a basic monthly minimum of 12,160 francs for a single worker. Still another employer organization (Confédération Générale des Petites et Moyennes Entreprises) raised objections on the grounds that wage increases over and above present charges upon small businesses would have a detrimental effect.

Employee groups who were represented at the meetings of the Committee felt that the monthly budget to be allowed was too small. One such group (Confédération Générale du Travail) stated that a budget of 19,000 francs a month was a more adequate sum. Two other organizations, the Confédération Générale du Travail-Force Ouvrière and the Confédération Française des Travailleurs Chrétiens suggested a compromise monthly budget of 17,500 francs.

The rural viewpoint on the part of employers was expressed by the Fédération National des Syndicats d'Exploitants Agricoles which complained that budgets based upon the needs of workers in the Paris region were out of line with rural needs.

The "Revue" contains several of the briefs submitted by the various organizations that participated in the discussions of the Higher Committee. In addition to the studies on foods, studies were prepared with respect to other expenses incurred during a month. These included such items as gas, electricity, water, fuel, fire insurance, laundry costs, transportation, clothing, home furnishings, personal items and expenses connected with leisure and cultural pursuits.

The various items considered were given a particular weight in a typical budget and were considered in terms of cost and the percentage of income expended. The various tables included in the "Revue" indicate how detailed these studies were and how often differences of opinion arose with respect to many of the items. Thus, for example, the food budget estimated that 815 grams of milk were necessary for a worker in one month. This figure was accepted in the sub-committee by a vote of 17 to 14 with employer groups opposing employee groups in accepting the amount. The monthly amounts of such ingredients

as rice, sugar, jam, salt and flour received unanimous approval while, as in the case of milk, the amount of bread needed per month (10,640 grams) was disputed and only received the approval of a majority of the representatives.

Since the publication of the "Revue" minimum wages have been increased in France. On March 23, 1951 the French cabinet announced that the minimum hourly rate in the Paris area had been set at 87 francs instead of the previous 78 francs, and at 74 francs for the provinces in place of the previous 64 francs. This increase of approximately 11½ per cent became effective on April 1, 1951.

Legal Decisions Affecting Labour

The British Columbia Court of Appeal held that the chartering of a rival local union is not prohibited by the Trades and Labour Congress constitution.

Two other cases in British Columbia relate to efforts of rival unions to represent the workers of the Consolidated Mining and Smelting Company. In the first, the Supreme Court, determining a point of law in a test case, held that payment of union dues and an initiation fee is not an essential condition for "membership in good standing". In the second case the Court ordered the Labour Relations Board to grant a rehearing of an application for certification in the light of the new court ruling.

In a case before the Nova Scotia Supreme Court, it was held that the Federal Reinstatement in Civil Employment Act does not give rise to civil actions for damages for contravention of its provisions.

The British Columbia Supreme Court's refusal of an injunction to restrain Trades and Labour Congress officers from organizing a dual union among Vancouver civic employees was upheld in Appeal Court.

The British Columbia Court of Appeal, in a judgment given January 30, 1951, dismissed the appeal of the suspended executive and certain members of Vancouver Civic Employees' Federal Labour Union, Local 28, from the judgment of Mr. Justice Wood who refused their application for an injunction (L.G., 1951, p. 11). They had applied for an injunction to restrain Carl E. Berg and Thomas Gooderham of the Trades and Labour Congress of Canada from organizing a rival local among civic employees; infringing upon the jurisdiction of Local 28; and enticing its members away.

Local 28 had been a chartered local of the Trades and Labour Congress since 1917. In 1950, as a result of a complaint from a group of its members that the union was Communist-controlled, the Trades and Labour Congress sent its vice-president Berg to look into the matter. After unsuccessful efforts to bring about an adjustment with the local, the Congress suspended two of its officers and certain of its members. It then decided to organize another union for those civic employees who wished to have nothing further to do with Local 28, and to issue a charter to the new local.

The suspended executive argued that the Congress had no power to issue a new charter. Its action in so doing, they contended, was a breach of contract, in that the chartering of their local brought it under the constitution of the Congress, the terms of which form a contract between them. They further argued that if the Congress held that the union, by letting Communists get control, itself broke the contract, the Congress could still only punish the union in ways provided by the constitution, i.e. by suspension or revocation of the charter, not by setting up a rival. Suspension or revocation of the charter requires a hearing and is subject to appeal.

On examination of the constitution of the Congress, Mr. Justice Smith pointed out that its language shows very plainly that the Congress objects strongly to the union's allowing Communists to hold

office. While it does not expressly allow suspension or revocation on that ground, he held that the power was given by Article IX, Section 4, which allows suspension or revocation if the union "has violated either the spirit or the letter of the constitution". However, the Congress did not suspend or revoke the charter, and the question was whether what they had done infringed the legal rights of Local 28.

Mr. Justice Smith stated that the appellants argued that the constitution plus the charter formed a contract which by implication gave Local 28 some sort of exclusive rights, and this could only be possible if it had been assigned some exclusive territory, or some particular class of employees. He could not accept that the charter, which simply gives leave "to constitute Vancouver Civic Employees' Federal Labour Union No. 28", assigned all the city's employees to this union, or, even assuming it did, that such jurisdiction was exclusive. Therefore, "the union can no more complain of a rival union that takes away its members than a merchant can complain of a rival store that takes away his customers". The appeal was accordingly dismissed.

In a dissenting opinion, Mr. Justice Robertson held that the appeal should be allowed until the trial of the action. In an interlocutory matter, the Court is not required to be satisfied that the plaintiffs are bound to win, but only that they have a fair question to raise as to the existence of the right which they allege, and can satisfy the Court that matters should be preserved in their present position until the questions can be disposed of. Whether or not the Congress had the right to issue a charter which would be in opposition or dual to that of Local 28 was in his view such a question. In his opinion, there were other substantial questions to be decided, and a great deal more material would have to be before the Court before a conclusion could be arrived at. *Entzminger et al* v. *Berg et al.* [1951] 1 WWR (US), 552.

Under the constitution of the United Steelworkers of America a member of a local may be "a member in good standing" even if he has not paid an initiation fee or monthly dues.

On September 19, 1950, Mr. Justice Coady of the Supreme Court of British Columbia delivered a judgment on the application of J. A. Saunders, an employee of the Consolidated Mining and Smelting Company, for a declaration that he was a member in good standing of Local 4281 of the United Steelworkers of America (CIO). Counsel for Saunders and for Billingsley, the president of the Local, and other officers of the union who defended the action, agreed upon the facts set out in the special case stated, and the opinion of the Court was requested on the point of law. In particular, the question was asked whether Saunders was a member in good standing on February 8, 1950; March 11, 1950; and May 6, 1950. (March 11 was the date on which Local 4281 applied to the British Columbia Labour Relations Board for certification as bargaining agent for a unit of employees of the Consolidated Mining and Smelting Company, and May 6 was the date on which the application was rejected by the Board.) On July 24, 1950, the defendants had ruled that Saunders was not on these dates a member in good standing.

The principal facts set out in the case were that beginning about February 1, 1950, the United Steelworkers conducted a membership campaign among the employees of the Consolidated Mining and Smelting Company at Trail. On or about February 8, 1950, Saunders signed a card agreeing to accept membership in the United Steelworkers Local Union, and a voluntary check-off authorization. A charter was issued to Local 4281 by the International Union, United Steelworkers of America, dated February 23, 1950. By the terms of the charter the Local was required to comply with the rules, regulations and laws for local unions duly adopted by the United Steelworkers of America, and the International Union agreed "to promote and assist the said Local Union in the exercise of all rights and privileges hereunder".

Article 11 (1) of the Constitution of the International Union reads as follows:—

> No applicant for membership shall be regarded as being a member in good standing until the full amount of his initiation fee has been paid and the obligation has been administered, except in such cases where the applicant has religious scruples against taking the obligation.

On March 9, 1951, a meeting of the membership of Local 4281 was held at Trail and the pledge or obligation referred to in the Constitution was duly administered to Saunders. Saunders did not pay, and was not asked to pay, the initiation fee or monthly dues, by reason of a directive from the International Secretary-Treasurer, dated February 28, 1950, authorizing the Local "to accept as members in good standing in the United Steelworkers of America all persons who sign membership application cards and

voluntary check-off authorization". The directive authorized the Local to dispense with the collection of the initiation fee; the pledge was to be administered to the applicant for membership at the time he signed the membership application card and voluntary dues check-off authorization. Article 14 (2) of the Constitution permits the International Executive Board to grant dispensations from payment of initiation fees "when in its judgment such dispensation will promote the growth or interests of the International Union".

With respect to the payment of monthly dues, Article 11 (2) of the Constitution provides as follows:—

> A member shall pay his dues promptly commencing with the month during which he shall have been admitted, and he shall continue to pay all dues, assessments and fines or other obligations promptly when due in order to be and remain in good standing.

It is further provided by Article 11 (3) that:—

> A member shall be in good standing if he is not more than three months in arrears in any of his constitutional obligations, except in respect to assessments on which he shall be not more than one month in arrears.

In the stated case, no assessments were levied.

The judge held that Saunders became a member in good standing when he took the pledge on March 9, 1950. He could not be a member until the charter was issued, and he was not a member in good standing until he complied with the formalities required by the Constitution. He was therefore not a member in good standing on February 8, 1950, but he was on March 11 and May 6. *Saunders* v. *Billingsley, et al.* [1950] 4 DLR, 685.

The Labour Relations Board of British Columbia was directed by the British Columbia Supreme Court to grant a rehearing to a rejected applicant for certification.

The British Columbia Supreme Court, on March 16, 1951, granted the application of Local 4281, United Steelworkers of America, for a writ of mandamus requiring the British Columbia Labour Relations Board to rehear the application of the Local to be appointed as bargaining authority for a group of employees of the Consolidated Mining and Smelting Company of Canada Ltd., at Trail.

The issue arose out of the Labour Relations Board's rejection of the Steelworkers' application on May 6, 1950, and its certification of Locals 480 and 651 of the International Union of Mine, Mill and Smelter Workers, which had previously represented the company's employees.

Both the Steelworkers and Mine Workers claimed as members a majority of the workers in the unit. The Board rejected the Steelworkers' application in the following words:—

> The Board has rejected the application of the United Steelworkers of America for its certification as bargaining authority for employees of Consolidated Mining and Smelting Company because the applicant has failed to prove that a majority of the employees in the bargaining unit applied for are members in good standing of the applicant union.

Counsel for Local 4281, in asking for the Court order, argued that it was not the duty of an applicant for certification to prove that it had a majority of the members of the unit, but that it was for the Board to satisfy itself by making appropriate inquiries. In regard to this argument, Mr. Justice Clyne, who gave the reasons for decision, said:—

> From a perusal of the material before me I believe that the Board satisfied itself on the evidence which it had at the time and on its construction of such evidence that the majority of the members of the unit belonged to Mine Workers. . . . I cannot refrain from observing that in a case of this kind, where there is obvious rivalry between two unions, it would appear to have been wiser to have taken a properly supervised vote by secret ballot in a democratic fashion so that the wishes of the workers could have been ascertained without immediate pressure, instead of allowing what appears to have been a disorderly scramble to obtain signatures to membership cards. . . . I have no doubt that in some cases employees signed membership cards in both unions in order to make the best of all possible worlds.

He then pointed out that the Legislature has given the Board a very wide authority and the Court could not interfere in matters within the discretion of the Board. "Unless it can be shown that the Board was not acting honestly, or was acting with improper motives, I do not think that I have any right to tell it what it ought to do in exercising the confidence reposed in it by the Legislature".

It was further argued on behalf of the Steelworkers that the Board in rendering its decision should have given reasons. Mr. Justice Clyne found nothing in the Industrial Conciliation and Arbitration Act or in the general law which would compel the Board to elaborate its decision contained in its statement of May 6, 1950, but he commented:—

> In passing it should be pointed out that Boards such as this, which are invested with very wide powers, would avoid the

criticism of acting in an arbitrary and bureaucratic manner if they gave full reasons for their decisions.

At the hearings held before the Board one of the main points of contention was whether certain employees in the unit who had not paid an initiation fee or monthly dues were in fact members in good standing of the Steelworkers' union as claimed by the Steelworkers.

Following the decision of the Board of May 6, 1950, an action was brought in the Supreme Court of British Columbia by a member of the Local to determine the point. (See *Saunders* v. *Billingsley*, above.) In a judgment given September 19, 1950, Mr. Justice Coady held that an employee may become a member in good standing in the union without payment of dues. Application was thereupon made by the Steelworkers to the Board for a reconsideration of its decision of May 6, which application the Board refused without giving a hearing.

Mr. Justice Clyne held that in refusing the hearing the Board acted in contravention of Section 55 (8) of the Act which provides as follows:—

> (8) The Board shall determine its own procedure, but shall in every case give an opportunity to all interested parties to present evidence and make representation.

Another Section, 58 (2), permits the Board to review its own decisions:—

> (2) The Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any such decision or order.

In Mr. Justice Clyne's view, the point decided by Mr. Justice Coady was certainly both material and relevant to the issue before the Board. The Steelworkers applied, pursuant to the Act and the Board's regulations, for reconsideration on the basis of Mr. Justice Coady's judgment and were refused a hearing. Mr. Justice Clyne therefore concluded that,

> by virtue of Section 55 (8) the Board is bound to give the Steelworkers an opportunity to make representations in order to determine whether or not it will exercise its discretion to reconsider its decision under 58 (2), and to that extent the application herein for a writ of mandamus is granted.

In re Local 4281 of United Steelworkers of America for a writ of mandamus against Labour Relations Board, Supreme Court of British Columbia, March 16, 1951, unreported.

Provisions in Reinstatement in Civil Employment Act for a fine and for an order for payment to aggrieved person held to invalidate a civil action for damages.

On May 13, 1950, Chief Justice Ilsley of the Nova Scotia Supreme Court dismissed a claim for damages brought by a veteran against his former employer for a breach of the Reinstatement in Civil Employment Act.

The veteran had been employed by the defendant company as a salesman from early 1942 until he entered the Naval Services of Canada about April 1, 1943. He received 8 per cent of the amount of his sales as remuneration, the company paying his travelling and living expenses and providing him with a drawing allowance. In February or March of 1946 he resumed his employment with the company at a salary of $50 a week with a yearly bonus. The remuneration had been agreed upon by him and the company. He worked on this basis until he left the employ of the company at the end of August, 1948. Had he been paid during the period of his post-war service at his former rate of 8 per cent of sales, he would have received four or five thousand dollars more than he was in fact paid on a basis of salary and bonus. The plaintiff claimed this sum by way of damages. He contended that the defendant had failed to perform the duty imposed on it by Section 5 of the Reinstatement in Civil Employment Act (1946) which reads:—

> It shall be the duty of an employer by whom a person accepted for service in His Majesty's forces was employed when accepted for such service, to reinstate him in employment at the termination of his service in such occupation and position as would be consistent with the true intent and purposes of this Act and under conditions not less favourable to him than those which would have been applicable to him had he remained in the employment of the employer.

Mr. Justice Ilsley found that the plaintiff had shown that, had he not enlisted, he would have been in February or March of 1946 receiving pay on the basis of 8 per cent commission. The questions to be decided were whether the company had violated the statute and secondly, if so, did a right of action for damages arise.

With regard to the first point, Mr. Justice Ilsley held that there was a breach by the defendant of its statutory duty.

> One of the most important conditions applicable to an employee is his rate of pay. I do not see how it can be said that a pay-basis which in the result gave the plaintiff much less in pay every year than the pre-enlistment pay-basis would

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have given him for the same work is a condition as favourable to him as the pre-enlistment pay-basis. The defendant knew its volume of sales in 1945 and doubtless had every reason to believe that it would be saving money by re-employing this salesman on salary instead of commission. This was in my opinion part of the very mischief the Act was designed to prevent, an eventuality against which the Act was designed to give the plaintiff protection.

With regard to the second point, whether the violation of the statute gave rise to a right of action by the plaintiff, Mr. Justice Ilsley noted that, on the basis of several decisions concerning an alleged breach of a statutory duty, it could be said that the plaintiff has the right to recover damages unless it can be established by considering the whole of the Act in question that no such right was intended to be given. With respect to the Reinstatement in Civil Employment Act, it appeared that it was not the intention of Parliament to give a right of action for damages. Section 9 of the Act provides that an employer found guilty of an offence under the Act is liable to a fine not exceeding $500, and in addition must, on the order of the Court, pay to the person he has failed to reinstate a sum not exceeding an amount equal to 12 weeks' pay at his pre-enlistment rate.

In view of this provision, Mr. Justice Ilsley stated that:—

> If the remedy provided by this section were only the fine, I doubt whether its provisions would be sufficient to rebut the presumption of liability for damages. But the Court is directed to order the convicted employer to pay to the person whom he has failed to reinstate, a sum not exceeding an amount equal to twelve weeks' remuneration. While this would be difficult, if not impossible, to reckon in this case, the provision for payment to the employee is a strong indication that Parliament did not intend an action for damages to lie.

He concluded that the remedies provided by the Act itself were intended to be the sole remedies available, and that the Act must be taken to exclude any civil right of action for damages. The action was therefore dismissed with costs. *Fry* v. *W. H. Schwartz & Sons, Ltd.* [1951] 2 DLR, 198.

Selected Decisions of Umpire Under the Unemployment Insurance Act

The following decision is considered to be of sufficient general interest to warrant its publication in full.

Held: (1) That the employment notified to the claimant, although in her usual occupation, was not suitable within the meaning of Section 40 (2) (b) of the Act as it was at a rate of remuneration lower than that observed by agreement between employers and employees.

(2) That Section 43 subsection (b) of the Act must be literally interpreted, enforced and given its full effect even though the meaning conveyed might prove to be inconvenient.—CU-B 644 (January 26, 1951).

DECISION

SUMMARY OF THE FACTS:

The Claimant was employed as a finisher by the Metropolitan Ladies Wear Limited, Montreal, P.Q., at a rate of pay of $30 a week from July 25, 1949 to November 25, 1949, on which latter date she was laid off due to a shortage of work. Her hours of work were from 8 a.m. to 5 p.m.—5 days a week.

She filed an initial claim for benefit on December 2, 1949, which was allowed.

On April 27, 1950, she was offered permanent employment with La Maison Camille, Montreal, P.Q., as a finisher on a piece rate basis of 60 cents a coat. The hours of work were from 9 a.m. to 5 p.m.—5 days a week.

The claimant refused this offer of employment on the ground that the wage was too low as she wanted 75 cents a coat.

The local office reported that the remuneration offered to the claimant was at the prevailing rate of pay in the district for that type of work.

The Insurance Officer disqualified her from the receipt of benefit for a period of six weeks as from April 29, 1950, because, in his opinion, she had without good cause neglected to accept a situation in suitable employment within the meaning of Section 40 (1) (*a*) of the Act.

From the decision of the Insurance Officer, the claimant, on May 17, 1950, appealed to a Court of Referees stating that she had refused the employment with La Maison Camille because her union did not allow its members to work at a wage lower than that fixed by the union (which in her case was 75 cents a coat).

The Court of Referees heard the case in Montreal, P.Q., on June 8, 1950. The claimant and a representative of her union were present at the hearing and gave evidence. The Court unanimously reversed the decision of the Insurance Officer stating in part as follows:—

> From the questions asked the claimant and Mr. Gougeon (the union's representative), it appears that La Maison Camille, where the claimant was referred to for employment, was not a closed shop. Miss Lapierre therefore was informed by her union that if she accepted work in an open shop she would *ipso facto* be liable to lose her union rights, and would in fact, violate the rules set by that organization.
>
> Consequently, after having carefully studied the case, the referees considered that Section 43 (*b*) of the Unemployment Insurance Act establishes the right for the claimant to refuse to accept employment which would make her lose her union rights.

From the unanimous decision of the Court of Referees, the Insurance Officer appealed to the Umpire contending that the Court had erred in its interpretation of Section 43 (*b*) of the Act. In his lengthy memorandum to me in support of his appeal he states in part:—

> . . . Section 43 (*b*) of the Act is not intended to cover all the rules which a union is permitted to make for the control of its members; a line of demarcation must be drawn somewhere, and we suggest that such line lies at the point where the particular aims, purposes and designs of a union are translated into rules which, although permissible, cannot be implemented under the laws which equally protect the undeniable rights of the non-organized individuals,—whether employers or employees. . . .
>
> Under such an interpretation (as given by the Court of Referees) the right of the claimant for unemployment benefit would not be fixed or determined by the provisions of the statute but by rules adopted by organizations in which the claimant has membership. Such interpretation of the statute, and as a consequence its administration in conformity to such interpretation, is clearly untenable. . . .

Subsequent to the Insurance Officer's appeal a brief was submitted to me by Mr. B. Shane, Vice-President of the International Ladies' Garment Workers' Union. The Canadian Congress of Labour in view of the principle involved in the present case also filed a brief on December 15, 1950.

Furthermore at the request of the various unions interested in the case an oral hearing was held before me in Ottawa, on December 20, 1950. The following persons attended: Messrs. J. J. Spector, K.C., and Claude Jodoin, representatives of the ILGWU, G. G. Cushing, General Secretary-Treasurer, TLC, Pat Conroy, Secretary-Treasurer, CCL, A. Andras, Assistant Research Director, CCL, S. Wolstein, T. L'Espérance, barrister, representing the CTCC and H. S. Relph, K.C., Chief Claims Officer of the Unemployment Insurance Commission.

Conclusions:

The claimant's usual occupation is that of a finisher and she was offered employment as such at a rate of pay of 60 cents a coat which, from the evidence before me, appears to be lower than that paid in the district by agreement between employers and employees to workers of her experience, i.e. 75 cents a coat. Therefore, the employment offered to her was not suitable within the meaning of Section 40 (2) (*b*) of the Act.

The Court of Referees however, basing its decision on Section 43 (*b*) of the Act, found that the claimant should not have been disqualified from the receipt of benefit by reason of her refusal to accept the employment offered as by acceptance thereof she would, in accordance with the constitution and by-laws of her union, have lost the right to continue to be a member and to observe the lawful rules of her union.

The Insurance Officer in his appeal to me has raised a very interesting point, namely, that such a literal interpretation of Section 43 (*b*) might lead to abuses in that the unions, by their rules, could indirectly dictate to the statutory authorities what is suitable employment for their members, thereby creating a discrimination in relation to the other persons insured under the Act.

I can very well appreciate the Insurance Officer's point of view. However I am bound by the terms of the Act and I cannot give to Section 43 (*b*) any other meaning than that placed thereon by the Court of Referees.

Parliament in Section 43 (*b*) used clear and unequivocal language and one of the basic rules of construction is "to intend the legislature to have meant what they actually expressed." Therefore Section 43 (*b*) must be enforced and given its full effect even though the meaning conveyed by it might prove to be inconvenient.

I am confident however that the unions which are deeply interested in social security legislation and particularly in the workings of this Act, will not take advantage of the construction placed herein on Section 43 (*b*) to further the interests of trade unionism to the detriment of other workers insured under the Act. If such ever proves to be the case, I will not hesitate to use the authority of my office to make a recommendation to the proper authorities competent to bring about amending legislation.

Under the circumstances the appeal must be dismissed.

Alfred Savard,
Umpire.

Dated at Ottawa, Ont., this 26th day of January, 1951.

GREAT LAKES SEAMEN'S SECURITY REGULATIONS

The regulations established by Order in Council P.C. 1439 (dated March 22, 1951), have been amended by Order in Council P.C. 2101 (April 26). A seaman is now required to be in possession of an interim or regular Seaman's Card before accepting employment on board a Canadian ship in the Great Lakes between June 1 and July 31, 1951 inclusive. The original date was May 1 (L.G., May, p. 626). There has been no change in the date by which regular Seaman's Cards are required, namely, August 1.

Unemployment Insurance Statistics, March 1951*

Initial and renewal claims for benefit filed in local offices of the Unemployment Insurance Commission in March, 1951, numbered 109,764, a decline of about eight per cent from last year's March total of 119,533, the monthly report on operations under the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, shows. Increases occurred in Newfoundland, the Maritimes, Quebec, Saskatchewan and British Columbia, but

* *See* Tables E-1 to E-8.

there were declines in the other provinces. In March, a total of $10,467,167 was paid in respect of 4,192,575 unemployed days, as compared with $9,589,561 paid for 3,853,024 days in February, and $15,747,725 for 6,466,268 days in March, 1950.

Ordinary claimants on the live unemployment register on March 31 numbered 184,538 (150,878 male and 33,660 female), compared with 208,039 (169,626 male and 38,413 female) on February 28, and 263,382 (213,614 male and 51,768 female) on March 31, 1950.

Claimants signing the unemployment register on the last day of the month totalled 236,395, of whom 41,932 were supplementary benefit claimants.

Initial and renewal claims adjudicated during the month totalled 111,819. Of these, 68,001 were considered entitled to benefit and 43,818 not entitled. In addition, there were 13,741 supplementary and revised claims not entitled to benefit. The main reason for non-entitlement was insufficient contributions on the part of regular claimants (34,906). Total disqualifications imposed on claimants numbered 15,791, in respect of which the chief reasons were: "voluntarily left employment without just cause", 5,817 cases; "not unemployed", 3,215 cases; and "refused offer of work and neglected opportunity to work", 1,844 cases.

A total of 68,445 persons commenced receipt of benefit payments during the month, compared with 79,421 in February, and 91,646 in March, 1950.

For the week March 31-April 6, a total of $2,184,959 was paid to 147,162 beneficiaries for 873,101 proven unemployed days, compared with $2,331,336 to 158,045 persons for 936,027 days covering the week February 24-March 2, and $3,162,185, 219,711 persons and 1,297,370 days for the week March 25-31, 1950.

The average daily rate of benefit for the week March 31-April 6 was $2.50, compared with $2.49 for the week February 24-March 2, and $2.44 for the week March 25-31, 1950. The average duration for all weeks under review was 5·9 days.

Supplementary Benefit

Since the period for which supplementary benefit was payable expired on March 31, claims received on and after March 22 (unless ante-dated) were not forwarded for consideration under the supplementary benefit provisions of the Act. Thus, of the 34,906 regular claims disallowed during the month, only 34,353 were considered for supplementary benefit. In addition, renewal supplementary benefit claimants for the month totalled 1,329.

Of the 36,089 claims adjudicated, 27,154 were entitled to benefit. Claimants unable to qualify under any one of the four classes (L.G., Dec., 1950, p. 2031) numbered 6,862. There were 4,297 claims still pending at the end of the month.

Benefit payments amounted to $1,671,257.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of March, 1951, insurance books were issued to 4,214,469 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1950. This was an increase of 52,664 since February 28, 1951.

As at the end of March, there were 243,524 employers registered, representing an increase of 253 during the month.

WAGE RATES AND HOURS OF LABOUR IN BUILDING CONSTRUCTION AND MUNICIPAL GOVERNMENT SERVICE, OCTOBER 1950*

Wage rates in Building Construction and Municipal Government Service increased during the year ending October 1, 1950, in most of the localities for which information is available. The wage changes were more general for workers in Building Construction than for Municipal Government employees. There was little change in the normal weekly hours of work for either of these two groups of employees, but in a few localities the work week was reduced.

* The information in this article, except for wage rates in the Building Construction Industry, was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. In this survey employees were asked to report on wage rates and normal hours of work in their establishments during the last pay period preceding October 1, 1950.

The data on wage rates in Building Construction were obtained from the minimum fair wage schedules prepared by the Industrial Relations Branch of the Department of Labour. The wage rates in these schedules are based on those generally accepted as current in the localities concerned.

Building Construction

The index of wage rates in the Building Construction Industry increased 5·3 per cent during the year ending October 1, 1950, 94 per cent above comparable rates in 1939. This index is calculated from wage rates for seven skilled and one unskilled occupation in 29 major cities.

Table 1 shows the wage rates and predominant weekly hours in 43 Canadian localities, immediately prior to October 1, 1950.[1] Information for St. John's, Newfoundland is presented in this table for the first time. Table 2 indicates the trend of wage rates in the Building Construction Industry since 1939 by individual occupations, and Table 3 contains index numbers for each of the cities used in the calculation of the Canada index.

Of all rates shown for the skilled trades in Table 1, only about 12 per cent were less than $1 per hour; and almost all these lower rates were in the smaller centres. While rates do not appear to vary in close relationship with the size of the city or town, the tendency nevertheless is along these lines. In Montreal the lowest skilled rate was $1.30; in Toronto, $1.35; in Vancouver, $1.40; and in Winnipeg, $1.10. In all four cases the rates named are for painters. In Charlottetown five of the seven skilled occupations were paid 80 to 85 cents per hour and in St. Hyacinthe journeymen in three of the seven categories received 95 cents per hour and in one other, 85 cents.

Generally speaking, the highest paid trade was bricklayer, with 32 of the 43 centres shown in Table 1 having rates of $1.50 or more per hour. In Toronto the bricklayers' rate was $2 per hour. The rate for labourers ranged mostly between 70 and 85 cents per hour, but rates as high as $1 per hour were paid in some cities.

In the period 1939 to 1950 there was a general similarity in the percentage increases among the skilled occupations. It is interesting to note, however, that the greatest percentage increase of 97 per cent was for painters—generally the lowest paid in the skilled group. Rates for bricklayers, on the other hand, increased by only 82 per cent. In comparison to the skilled occupations, the rate for Construction labourers increased by 115 per cent in the same period. During 1950, percentage increases ranged from 2 per cent for bricklayers to 7 per cent for painters, a similar relationship to the entire period. The increase for labourers was about 6 per cent.

In 11 of the 29 cities for which indices are shown in Table 3, the increases since 1939 were 100 per cent or over. Five more centres had increases of between 90 and 100 per cent, seven had increases of between 80 and 90 per cent, and of the remaining six localities, five showed gains of over 70 per cent. In the year ending October 1, 1950, percentage increases by locality ranged from less than 1 per cent to 8 per cent.

Predominant Weekly Hours.—The predominant normal work week for tradesmen in the Building Construction Industry ranged from 40 hours in more than half of the localities shown in Table 1 to 54 hours in St. John's and Chicoutimi. In Ontario, the three Prairie Provinces and British Columbia, almost all of the localities had a predominant work week of 40 hours. In some of these centres, however, certain trades were normally working somewhat longer hours. The 48-hour week was predominant in Quebec, the 44-hour week in New Brunswick and the 40-hour week in the two Nova Scotia localities. Some trades in Charlottetown, Prince Edward Island, were normally working 44 hours a week and others were working 48 hours.

In most of the localities the labourers were normally working the same weekly hours as the tradesmen, and where the tradesmen were working two different schedules of hours the labourers normally worked those of the longer group. In the two cities in Nova Scotia, the labourers were working 48 hours a week, as compared with 40 hours for the tradesmen.

The predominant weekly hours of tradesmen and labourers in this industry showed little change in 1950 when compared with the predominant hours in 1949.

Municipal Government Service

Wages for Municipal Government employees were increased in many Canadian localities in 1950, but there were very few changes in the normal hours of work. Table 4 shows the maximum basic annual salaries of police constables and firefighters, the hourly rates of civic labourers, and the normal weekly hours of these three classes of employees in 64 municipalities.

[1] Comparable information on wage rates in 1949 is contained in the article "Wage Rates in the Construction Industry, 1949", THE LABOUR GAZETTE, April 1950, p. 545. Similar information for previous years is published in the *Annual Report on Wage Rates and Hours of Labour in Canada.*

Wages and Salaries.—The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for free uniforms, boots and transportation, or other like benefits. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

The hourly wage rates shown for labourers apply to Works Department employees. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more arduous or difficult work or to those who have received a length of service increment.

There was a marked tendency for wages to be higher in the larger centres for all three job categories, but this trend was by no means universal and many exceptions were evident.

Salaries for police constables ranged from $1,872 per year in Charlottetown to $3,036 in Toronto. The majority of the municipalities covered in this comparative study reported paying their police constables an amount somewhere between $2,100 and $2,800 a year. More communities paid their constables between $2,500 and $2,600 per year than any other equivalent range.

Firefighters' salaries varied from $2,017 a year in Brandon to $3,155 in Toronto, but were most commonly between $2,100 and $2,700 in the other centres. Seventeen communities paid their firemen the same annual salaries as their police constables.

Civic labourers were paid wages which varied from 65 cents an hour, the basic rate in St. Hyacinthe, to $1.23, the maximum rate for labourers in Vancouver.

Over one-half of the communities covered in this analysis reported higher salaries for their firefighters and police constables in 1950 than in 1949, and over one-third, higher wage rates for their labourers.

The amount of such increases varied considerably for the first two classes of workers. Police constables in Lethbridge and firefighters in London gained $10 per year, whereas similar workers in Verdun received additions to their 1949 salaries of $349 and $449 respectively. The most frequently reported increases were between $100 and $200 a year. In the case of labourers, increases in wage rates varied from two cents an hour in Port Arthur and Regina to ten cents in Peterborough and Woodstock, but generally amounted to four or five cents an hour in the other 18 communities where they were granted.

Normal Weekly Hours.—There were very few changes in the standard weekly hours of Municipal Government employees during the year ending October 1, 1950. The work week of police constables, excluding those in localities where both police and firefighting duties were performed by the same persons, ranged from 40 hours in some of the Western cities to 60 hours in two Quebec centres. In Alberta and British Columbia the 40-hour week was predominant for police constables, whereas in the remaining provinces the 44- or 48-hour week was most common.

With but two exceptions, the normal work week for firefighters in 1950 ranged from 48 to 72 hours. The predominant hours were 48 a week in the Western provinces and 56 or 72 a week in the Eastern provinces. Most firefighters work under the two-platoon system, 10 hours on the day shift and 14 hours on the night shift, but the average number of hours normally worked per week depends upon the period of rotation. In Alberta the three-platoon system of three 8-hour shifts is in general operation.

Civic labourers generally worked 44 or 48 hours a week in 1950, except in Alberta and British Columbia. In most of the cities of these latter provinces shown in Table 4 the normal work week was one of 40 hours.

TABLE I.—WAGE RATES AND HOURS OF LABOUR IN THE BUILDING CONSTRUCTION INDUSTRY, OCTOBER 1, 1950

Locality	Predominant Hours Per Week		Average Wage Rate Per Hour							
	Tradesmen	Labourers	Bricklayers and Masons	Carpenters	Electricians	Painters	Plasterers	Plumbers	Sheet Metal Workers	Labourers
			$	$	$	$	$	$	$	$
Newfoundland—										
St. John's	54	54	1.00	1.00	1.15	.85	1.00	1.15	.90	.70
Prince Edward Island—										
Charlottetown	44 and 48	44 and 48	1.25	.85	.85	.80	1.25	.85	.80	.55
Nova Scotia—										
Halifax	40	48	1.44	1.23	1.35	1.07	1.35	1.30	1.13	.81
Sydney	40	48	1.65	1.40	1.25	1.15	1.50	1.25	1.10	.85
New Brunswick—										
Fredericton	44 and 48	44 and 48	1.50	1.00	.95	.80	1.35	1.00	.80	.60
Moncton	44	44	1.35	1.10	1.10	.90	1.35	1.15	.85	.65
Saint John	44	44	1.60	1.15	1.25	1.00	1.60	1.25	1.00	.65
Quebec—										
Chicoutimi	54	54	1.25	1.15	1.05	1.00	1.20	1.00	1.00	.85
Drummondville	48	48	1.20	1.00	.95	.95	1.20	1.00	1.00	.80
Hull	44	44	1.55	1.30	1.05	1.10	1.30	1.65	1.40	.80
Montreal	40	40 to 50	1.60	1.40	1.50	1.30	1.60	1.58	1.40	.85
Quebec	48	48	1.30	1.10	1.10	1.05	1.30	1.10	1.10	.80
St. Hyacinthe	48	48	1.10	.95	.95	.85	1.10	1.00	.95	.70
Sherbrooke	44 and 48	44 and 48	1.25	1.05	.95	.90	1.20	1.10	1.10	.80
Thetford-Mines	.....	.....	1.25	1.05	1.00	1.00	1.15	1.00	1.00	.75
Trois-Rivieres	48	48	1.30	1.10	1.05	.95	1.25	1.05	1.05	.75
Ontario—										
Belleville	44	44	1.65	1.40	1.10	1.00	1.65	1.40	1.40	.70
Brantford	40	44	1.65	1.42	1.15	1.00	1.30	1.45	.95	.85
Fort William	40	44	1.65	1.50	1.45	1.10	1.65	1.45	1.40	.90
Guelph	40	40	1.50	1.20	1.05	1.00	1.30	1.40	1.00	.85
Hamilton	40	40 to 45	1.80	1.60	1.55	1.20	1.70	1.60	1.45	.90
Kingston	40	40	1.50	1.40	1.35	1.15	1.35	1.30	1.15	.75
Kitchener	40	40	1.50	1.25	1.20	1.00	1.50	1.50	1.15	.90
London	40 and 44	40 and 44	1.80	1.50	1.55	.95	1.70	1.55	1.31	.80
Ottawa	40	40	1.55	1.30	1.30	1.10	1.50	1.60	1.47	.75
Peterborough	44	44	1.80	1.35	1.00	1.00	1.50	1.25	1.25	.80
Port Arthur	40	44	1.65	1.50	1.45	1.10	1.65	1.45	1.40	.90

St. Catharines	40 and 44	44	1.70	1.55	1.20	1.00	1.40	1.50	1.40	.80
Toronto	40	40,44,48	2.00	1.80	1.75	1.35	1.90	1.75	1.65	.95
Windsor	40	45	1.80	1.65	1.75	1.25	1.65	1.75	1.60	.90
Manitoba—										
Brandon	40 and 48	48	1.55	1.35	1.25	1.15	1.45	1.30	1.05	.70
Winnipeg	40	48	1.75	1.50	1.40	1.20	1.60	1.55	1.10	.75
Saskatchewan—										
Moose Jaw	40 and 44	44	1.75	1.40	1.10	1.10	1.50	1.35	1.20	.75
Prince Albert	40 and 44	44	1.50	1.40	1.05	.80	1.25	1.25	1.20	.70
Regina	40	40	1.75	1.45	1.45	1.17	1.66	1.50	1.27	.85
Saskatoon	40 and 44	44	1.67	1.42	1.30	1.00	1.50	1.45	1.10	.85
Alberta—										
Calgary	40 and 44	44	1.85	1.52	1.50	1.30	1.75	1.55	1.50	.85
Edmonton	40	44	1.80	1.52½	1.60	1.25	1.85	1.60	1.55	.95
Medicine Hat			1.50	1.40	1.20	.90	1.25	1.25	1.05	.75
Lethbridge	40 and 44	44	1.80	1.50	1.20	1.00	1.50	1.40	1.10	.80
British Columbia—										
Prince Rupert	40	40	1.80	1.68	1.50	1.25	1.50	1.60	1.35	1.00
Vancouver	40	40	1.88	1.68	1.70	1.40	1.75	1.70	1.65	1.00
Victoria	40	40	1.83	1.63	1.60	1.30	1.62½	1.65	1.58	1.00

TABLE 2.—INDEX NUMBERS OF WAGE RATES IN THE BUILDING CONSTRUCTION INDUSTRY IN CANADA, BY OCCUPATION, 1939-1950

Average Rates in 1939=100

Occupation	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
Bricklayers	103·6	109·4	112·9	118·9	120·4	122·4	134·0	154·1	172·7	178·0	182·0
Carpenters	105·1	112·9	119·2	127·6	129·0	131·4	144·4	156·4	176·1	182·7	193·8
Electricians	107·0	112·3	118·0	125·5	126·3	129·0	141·9	148·6	171·7	179·2	189·3
Painters	104·5	111·0	117·1	127·9	129·3	131·4	143·1	150·8	172·4	183·7	196·6
Plasterers	105·7	110·7	113·6	121·3	122·6	125·7	136·1	150·0	178·1	184·5	194·2
Plumbers	104·4	113·1	118·4	122·9	123·6	124·9	137·0	148·4	171·3	182·2	187·5
Labourers	104·8	108·4	125·4	142·6	148·1	150·5	160·0	173·7	197·4	203·6	215·6

TABLE 3.—INDEX NUMBERS OF WAGE RATES IN THE BUILDING CONSTRUCTION INDUSTRY IN CANADA, 1939-1950

Average Rates in 1939=100

Locality	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
Prince Edward Island—											
Charlottetown	100·7	110·0	112·8	130·2	134·9	135·0	149·6	164·4	175·7	175·9	176·1
Nova Scotia—											
Halifax	102·7	114·6	117·1	123·6	132·4	132·3	146·6	155·1	172·8	172·9	173·0
Sydney	108·0	108·8	115.6	121·2	127·3	126·2	137·0	140·1	166·1	176·9	182·2
New Brunswick—											
Moncton	101·5	115·4	127·0	135·5	139·8	142·1	162·5	172·0	196·6	198·3	199·5
Saint John	107·3	120·2	116·0	136·0	142·3	142·8	153·9	165·9	178·8	192·1	195·0
Quebec—											
Montreal	109·0	115·0	123·0	133·8	133·8	135·3	149·3	152·4	182·7	187·3	200·3
Quebec	104·0	112·1	121·0	138·5	138·5	138·5	153·5	156·9	176·7	191·9	188·9
Ontario—											
Belleville	107·8	110·5	111·8	136·8	139·7	139·7	145·8	161·6	194·2	203·4	214·8
Brantford	99·7	107·8	119·3	127·5	129·9	131·4	136·7	155·2	177·9	181·9	192·3
Fort William	.....	.....	.....	.....	134·4	137·9	147·7	167·6	188·6	205·1	212·4
Guelph	101·0	101·8	105·9	126·1	129·7	138·8	147·9	161·6	175·3	187·0	187·7
Hamilton	105·6	116·0	121·4	130·6	133·8	136·3	149·4	161·6	185·0	196·6	208·9
Kingston	105·1	112·0	113·5	120·7	123·2	122·6	133·7	150·5	166·5	166·4	172·3
Kitchener	100·3	102·6	112·4	129·6	132·1	138·0	146·3	165·1	185·0	196·4	197·7
London	104·0	114·3	119·1	125·6	127·8	130·1	148·4	165·7	182·1	193·5	201·7
Ottawa	101·0	108·0	109·1	116·4	118·0	118·0	127·1	140·0	157·0	159·4	162·0
Peterborough	102·6	110·4	120·0	129·1	133·7	135·9	147·3	157·7	177·5	193·0	207·8
Port Arthur	101·9	.....	.....	.....	134·2	138·4	147·8	167·8	188·8	205·3	212·6
St. Catharines	105·5	116·9	122·1	129·4	134·7	137·3	144·7	164·2	180·2	188·1	200·2
Toronto	105·7	122·9	116·9	121·3	123·6	126·7	136·8	154·4	171·0	182·8	197·5
Windsor	100·6	109·2	113·6	120·3	122·4	127·2	134·2	148·1	164·5	170·9	181·7
Manitoba—											
Brandon	100·4	113·1	119·4	120·1	121·1	129·4	142·4	155·9	157·3	175·3	187·6
Winnipeg	100·5	109·9	115·3	117·0	118·1	123·9	134·8	147·0	157·0	163·3	173·3
Saskatchewan—											
Regina	100·7	113·6	117·7	120·7	122·4	122·8	132·9	153·6	172·4	181·2	186·4
Saskatoon	100·6	103·0	112·9	122·0	122·3	137·3	138·7	166·4	188·1	196·1	202·6
Alberta—											
Calgary	108·9	114·2	117·3	122·5	123·6	125·0	133·4	147·3	169·1	179·6	186·2
Edmonton	100·3	104·0	109·6	114·5	115·7	116·6	126·2	139·7	157·3	166·4	171·8
British Columbia—											
Vancouver	100·3	106·3	118·9	131·8	132·7	132·6	148·7	166·4	185·4	190·3	202·2
Victoria	104·8	111·1	120·7	135·8	139·9	140·4	153·0	173·6	178·6	198·4	211·8
Canada	**104·5**	**111·6**	**118·6**	**127·7**	**129·6**	**131·1**	**143·9**	**155·0**	**176·3**	**184·2**	**194·0**

TABLE 4.—WAGE RATES AND HOURS OF LABOUR FOR CERTAIN CLASSES OF MUNICIPAL GOVERNMENT EMPLOYEES, OCTOBER 1950

Municipality	Police Constable		Firefighter		Labourer	
	Maximum Basic Salary Per Year	Normal Hours Per Week	Maximum Basic Salary Per Year	Normal Hours Per Week	Wage Rate Per Hour	Normal Hours Per Week
Prince Edward Island—	$		$		$	
Charlottetown	1,872	48	...	...	...	...
Nova Scotia—						
Glace Bay	2,528	52	...	...	.89½	48
Halifax	2,244	48	2,160	72	.84– .98½	(1) 44
Sydney	2,340	48	...	...	...	...
New Brunswick—						
Fredericton	2,120	48	2,120 (2)	72	.71	48
Moncton	2,423	48	2,329	48	.84	44
Saint John	2,325	48	2,325	82	.79	48
Quebec—						
Cap de la Madeleine(3)	2,288	48	2,288	48	.60	48
Hull	2,156	48	2,025	72	.78	48
Joliette(3)	2,184	...	2,184	...	.70	48
Magog	2,184	60	...	...	.74	48
Montreal	2,873	48	2,973	72	.83—.94	44—48
Quebec	2,215	48	2,215	72	.70—.71	48
St. Hyacinthe(3)	2,164	72	2,164	72	.65—.80	44
St. Jean	2,288	60	...	...	.77½ and .80	48—54
Shawinigan Falls (3)	2,210	56	2,210	56	.70—.75	48
Sherbrooke	2,340	48	2,444	72	.76	48
Sorel(3)	2,340	65	2,340	65	.70	48
Trois Rivières(3)	2,314	56	2,314	56	...	...
Verdun	2,849	48	2,949	72	.80	45
Westmount	2,775	48	2,875	72	.81	50
Ontario—						
Belleville	2,650	48	2,550	72	.85	44
Brantford	2,707	48	2,842	56	.87	44
Brockville	2,500	48	2,500	72	.80	48
Chatham	2,600	48	2,554	56	.87	44
Cornwall	2,300	48	2,300	60	.78	44
Fort William	2,580	48	2,460	48	.89—.93	44
Galt	2,700	48	2,425	56	.90	44
Guelph	2,600	48	2,385	56	.83	44
Hamilton	3,016	48	2,860	48	1.05	42
Kirkland Lake	2,580	48	2,520	48	.82—.97	48
Kitchener	2,681	48	2,726	56	...	...
London	2,489	44	2,531	56	.91	45
Niagara Falls	2,625	48	2,589	60	.86—.89	48
North Bay	2,728	48	2,626	56	.80	44
Oshawa	2,600	44	2,665	56	.90—.99	44
Ottawa	2,961	48	2,671	56	.80 and .85	44
Owen Sound	2,500	48	2,300	72	.82—.96	47
Peterborough	2,530	48	2,650	56	.85—1.05	45
Port Arthur	2,700	48	2,460	48	.90—.99	44
St. Catharines	2,724	44	2,584	56	.88 and .93	48
St. Thomas	2,535	48	2,493	56	.90	48
Sarnia	2,651	48	2,585	56	.90—.95	48
Sault Ste. Marie	3,000	48	3,000	48	1.00	48
Stratford	2,400	48	2,400	56	.90	44
Sudbury	...	...	2,734	56	.92	48
Timmins	2,700	48	2,700	48	.85	44
Toronto	3,036	44	3,155	56	1.075	40
Windsor	...	...	2,929	56	1.07—1.18	44
Woodstock	2,000—2,300	48	2,200	56	.90	44
Manitoba—						
Brandon	2,095	48	2,017	56	.71	44
Winnipeg	2,712	44	2,712	44	.85—.91	44
Saskatchewan—						
Moose Jaw	2,448	44	2,316	56	.78	44
Prince Albert	2,514	44	...	...	.70—.82	48
Regina	2,700—2,796	42	2,520	48	.75—.82	44
Saskatoon	2,508	42	2,418	48	.80—.87	44
Alberta—						
Calgary	2,580	40	2,560	48	.96	40
Edmonton	2,727	40	2,589	48	.97 and .97½	40
Lethbridge	2,520	40	2,414	48	.90	40
Medicine Hat	2,328	48	2,364	48	.77—.88	44
British Columbia—						
Nanaimo	...	...	2,640	48	1.00	40
Nelson	2,520	48	2,619	48	.88—.98	44
New Westminster	2,904	40	2,904	48	1·11	40
Prince Rupert	...	...	2,820	48	1.15	40
Vancouver	3,012	40	3,012	48	1.10—1.23	40
Victoria	2,752	40	2,793	48	1.03	40

(1) Higher rates for married men.
(2) Drivers of apparatus only; others on call.
(3) Both police and firefighting duties performed by same men.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

April 1951 . . .

. . . benefited by the usual spring renewal of work in construction, on the farms and in transportation. Workers released for the inactive winter months were returning to their jobs in steadily increasing numbers. The slow seasonal upswing in Quebec and the Maritimes was giving way to more rapid expansion by the end of April as employment in logging stabilized and other industries underwent their usual spring upswing.

Emphasis in labour market activities which had centred around the demands of the defence industries during the winter, turned during April to the requirements of the seasonal industries which involve many thousands of workers. During April, the manpower needs of these industries were easily met out of the surplus of workers which developed during the winter months. Live applications on file at National Employment Service offices, which at March 29, 1951, totalled 290,300 dropped to 217,500 at May 3, a decline of 72,800 during the five weeks. Some of this decrease, however, could be attributed to the lapse of registrations of persons claiming supplementary unemployment insurance benefits since such benefits were no longer available after March 31.

The need for skilled tradesmen in the machine shop trades continue to be an important characteristic of the labour market scene and will become even more so as defence production reaches its anticipated level in shipbuilding, aircraft plants, and ammunitions manufacturing. In most cases, however, the shortages have not interrupted production, since material scarcities and uncertainties in allocation of defence contracts are still the major factors in shaping production schedules.

Registration of male workers at Employment Service offices in the skilled and semi-skilled metalworking occupations numbered 4,100, at May 3. Many of these workers are not fully qualified and a large proportion are in the older age group; as a result, employers are looking more to immigration to fill their needs, and through various means are endeavouring to recruit these types of workers in the United Kingdom at the present time.

The usual spring drop in logging employment was less steep this year as, with the strong world demand for lumber and pulp and paper products, cutting is being carried on throughout the summer months. The spring drive was beginning in the east in April and cutters were being transferred to this work instead of experiencing short lay-offs. At the end of April, pulp and paper companies in the east were employing five times as many woods workers as they did last year at the same time. Many loggers, nevertheless, were moving out of the industry voluntarily, some into the cities to await the opening of other job opportunities, and others returning to farm work. Employment in woodswork in British Columbia was increasing in April, and shortages of men, both skilled and labourers, were developing.

The demand for farm workers was strong in April, although the season was just beginning and cold and wet weather held up work. There was difficulty in meeting this demand, partly because some farmers wanted men for only a month or so but also because of attractive openings in other industries. In anticipation of farm labour shortages, more farmers than last year were seeking help through immigration sources. During April, over 1,200 farm labourers were brought to Canada under the group movements from other countries arranged by the Federal Departments of Labour and of Citizenship and Immigration. This additional help was by no means sufficient to meet all requirements, however, and it was reported that in some cases farmers had curtailed operations or had mechanized the work to the extent that it could be carried out by themselves and their families without outside assistance.

Construction work was also in early stages of seasonal activity and held up by weather conditions. Shortages of quali-

fied men were already reported, however. The volume of employment provided by the industry is estimated at about 10 per cent over 1950 levels, although costs are up as much as 25 per cent. Steel shortages have exerted a limiting influence on employment expansion, although neither steel restrictions nor the cut-backs in residential lending have yet had a dampening effect on the industry's program for the year. Contracts awarded continue to be at record heights, the April total of $147,000,000 being $32,000,000 above April, 1950.

Expansion in the manufacturing industries continued in April, both in employment and plant capacity. The monthly DBS index of manufacturing employment at February 1, 1951, was 184·4 (1939=100), as compared to the figure of 174·0 one year previously. The heavy plant building program currently under way in the industry should create upwards of 15,000 new jobs this year, concentrated largely in the central provinces. During April, lay-offs were low, although production was frequently interrupted by material shortages, particularly of steel. Sawmills were beginning their year's work and pulp and paper companies were taking on seasonal workers, such as boomworkers, longshoremen and boat crews. In textiles the dress industry was in a dull period but primary mills were busy. Scarcity of qualified tradesmen still plagued the metalworking plants, shortages being greatest among such occupations as machinists, moulders, sheet metal workers and lathe operators.

Regional Analysis

In ***Newfoundland***, fishing was slowly opening up, although inshore fisheries were still awaiting the disappearance of ice floes except along the south shore. A few vessels began the first trip to coastal points with summer supplies for the outports, and others were preparing to start; but the anticipated shortage of lumber for return cargoes may make the coastal trade unprofitable for some owners. In many instances, sawmill operators along the east and northeast coast have been kept short of logs by the inability of loggers to get their winter cuts out of the woods. Registrations with National Employment Service offices declined from 12,400 at March 29, to 10,400 at May 3, 12,000 lower than a year earlier.

Seasonal expansion of employment in ***Maritimes*** fishing, fish processing, construction and pulp and paper made slow headway during April. Bad weather and poor fish runs reduced landings and caused reductions in hours for fish handlers in the larger plants; the confectionery industry remained slack; shipbuilding expansion was hindered by slow deliveries of steel; and highway load limits still hampered deliveries of logs to sawmills. The prospect of employment on the Quebec North Shore and Labrador Railway induced workers in a number of areas to hold back from jobs offered locally; while, despite the apparent shortage of bush workers for summer cutting in New Brunswick, a number were signed up by recruiting agents for the British Columbia logging industry. The prospect of some 6,000 construction jobs opening up shortly at Goose Bay, Labrador, where U.S. firms will be working on defence installations, suggests a heavy drain on manpower surpluses in the Atlantic region. Active job applications with NES offices totalled 28,300 at May 3, a drop of 5,900 during the month and of 26,100 over the year.

Seasonal unemployment in the ***Quebec*** region declined rapidly during the latter half of the month, as reflected in a decline of 21,200, to a May 3 total of 74,400, in job applications over the month—70,600 lower than a year ago. The relatively slow start of farming, prospecting and construction, together with continued slackening in woods employment at the end of winter cutting and hauling, resulted in only a slow pick-up until about mid-April; but hiring for the river drives and for summer cutting, and the re-opening of St. Lawrence navigation, sparked an accelerating improvement from then till the beginning of May. Concurrently with further expansion in the production of chemicals, electrical apparatus and aluminum, and with capacity operations in the pulp and paper industry, and hirings for shipbuilding contracts, there were scattered lay-offs and short-time work in metalworking, textile and rubber products plants. These were brought on, or aggravated, by continuing shortages of iron and steel, nylon and woollen yarns, natural and synthetic rubber. Seasonal slackness in many secondary textiles and clothing firms was aggravated by high customer inventories, said to be the result of the effects of the recent federal budget provisions on consumer buying. Footwear firms were using their seasonal slack period for stock-taking.

Continuing shortages of skilled manpower and of essential materials cast shadows across the generally bright April manufacturing picture in the ***Ontario*** region. Qualified machine shop workers, foundry workers and aircraft sheet metal workers remained very scarce; and shortages of wool, hides, iron and steel, brought short-time and lay-offs to textile mills, tanneries

and machinery plants, and held up shipyard expansion. The impact of the new federal budget slowed down the movement of washing machines and refrigerators, causing production and staff cut-backs. Very light livestock deliveries kept packing-houses unseasonally slack. Wet weather delayed planting and seeding in most farming areas, but the strong demand for year-round farm help was only partially eased by the arrival of some 300 displaced persons for farm employment. As in other eastern regions, woods operators are planning extensive summer cuts, some of which were already under way alongside river drive operations. British mine workers arrived during the month to help alleviate the sustained demand for experienced manpower arising out of the steadily increasing output of mines in both precious and base metals, as well as other minerals. Shortages of structural and reinforcing steel joined with unfavourable weather to limit expansion in construction activity. Movements of both tradesmen and labourers from northern parts of Ontario and Quebec offset, to some extent, developing shortages of construction manpower in areas of south-western Ontario. Active job applications with Ontario National Employment Service offices dropped a further 12,500 during April, the May 3 total of 44,200 being 33,800 below that of a year earlier.

During April, the annual upswing in seasonal activities in the ***Prairie*** region was well under way, with an accelerated decline in the number of jobless. Job applications with the National Employment Service dropped 16,000 during the month, to a total of 33,600 at May 3. The opening of lake navigation and the start of railway maintenance absorbed hundreds of workers, and additional employment gains were made in agriculture although spring planting was not yet general. A large number transferred to these activities from bush work, leaving a continued scarcity of labour to carry out the higher level of production in the woods this summer. The upswing in construction is reflected in a decline of one-third in the number of active applications with the NES from construction workers. In this industry, the extensive rehabilitation and expansion of training facilities for the armed forces will more than offset the expected decline in residential building. Current and proposed construction is particularly intensive in the Edmonton area.

With improved weather conditions, unemployment in the ***Pacific*** region during April continued its characteristically rapid seasonal decline, owing mainly to the rehiring of workers in the forest industries. Applications at NES offices dropped 15,200 during the month to 26,600 at May 3; this is 12,700 less than the total a year earlier. As yet, the supply of labour was sufficient to meet the early demands of construction and agriculture, but shortages of skilled labour were beginning to develop in the mining industry and in logging operations. Shortages of logging skills may be expected to become more general as the season progresses, following the record level of demand for lumber and the expanding pulp and plywood capacity of the region. At Prince Rupert, site of a new pulp mill, there was already a strong demand for all types of logging labour. In this area also, construction camps for work on the Aluminum Company of Canada hydro project have been established, and hiring in volume is expected to take place in June. The large highway and railway construction programs will absorb considerable numbers of men and, in addition, there is a strong demand for both construction workers and miners from the extensive base metal developments in the same area. The labour requirements for the many activities in this northern section of the province will necessitate the transfer in of a great many workers from other centres.

Employment Service Activities

With the upswing in seasonal activity, employers filed many more orders for help at Employment Service offices during April and placements increased accordingly. By the week ending May 3, placements of men totalled 15,000 and women 5,000, contrasting with the average weekly February level of about 10,000 and 4,000 respectively. The number of placements effected continued to be substantially higher than a year ago; this increase was apparent for both men and women, for handicapped persons and for workers being transferred from one area to another to fill jobs.

The increase in hirings resulted in a sharp decline in the number of applications for work remaining on file during April. By May 3, registrations in the live file had dropped to 217,500 a decline of almost 73,000 from March 29. A corresponding decrease occurred among claimants for unemployment insurance, the 184,100 active at the beginning of April falling to 104,500 at the month-end.

The supplementary unemployment insurance benefit program ended for the year at March 31 with 38,000 persons in receipt of benefit. In addition, 4,000 more were waiting adjudication of their claims. During its three months of operation, 112,000

claims were considered for supplementary benefit; initial payment began on 66,000 and renewal payment on 1,100.

A total of $2,451,000 was disbursed under the program from January to March with payments heaviest in February when they were well beyond the million dollar mark. Some 45 per cent of the benefits were paid to claimants in Quebec; 21 per cent to persons in Ontario. Most of the persons claiming supplementary benefit had exhausted their ordinary benefit rights during the past year and were in this way entitled to supplementary assistance; 33,000 claims, however, or 39 per cent of those allowed were granted because claimants had not worked sufficient days in insurable employment to receive ordinary benefits.

When the program closed at March 31, there was roughly one woman claiming to every four men. Women on claim at that date numbered 9,000 and men 33,000.

An age-breakdown of applicants registered at April 26 showed that 11 per cent were under 20 years of age, 57 per cent were between the ages of 20 and 44, 24 per cent were 45 to 64 years of age and 8 per cent were 65 years of age and over. In actual numbers, there were fewer persons 45 years of age and over registered for work than a year ago, but proportionately, the percentage in this age group was higher not only than last year, but also in comparison with any other post-war year.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased slightly from 181·8 to 182·0 between April 2 and May 1. This advance of 0·2 point or 0·1 per cent was principally due to increases in clothing, home furnishings and miscellaneous items, which were largely offset by a decline in the food index. This index moved from 238·4 to 235·4 as a sharp drop in the price of butter was only partially counterbalanced by scattered increases in other foods, the most important of which were eggs and beef. Decreases were also registered by pork, oranges and cabbage.

The index of clothing prices advanced from 198·8 to 201·5 following increases in men's clothing and footwear. Increases were general in the home furnishings and services group and the index advanced 4·2 points to 194·9. Within this group, furnishings, floor coverings and electrical equipment showed the most important changes. The fuel and light index declined 0·5 point to 146·2. Seasonal decreases in anthracite coal in eastern Canada were partially balanced by higher electricity rates in British Columbia. An increase in the miscellaneous index of 0·9 point to 140·7 was largely due to higher prices for tires, cigarettes and tobacco. Rents were not surveyed during April and the index remained unchanged at 137·6.

From August 1939 to May 1951, the increase in the cost-of-living index was 80·6 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities all advanced between March 1 and April 2, coinciding with the upward movement in the Dominion urban index. Reflecting mainly a sharp rise in butter prices, food indexes were higher at all centres and accounted for the major part of the composite increases. Clothing, home furnishings and services and miscellaneous items registered narrow increases at certain centres, while fuel costs were higher at Toronto. Rents were not surveyed in April and the indexes remained unchanged.

Between March 1 and April 2 composite changes were as follows: Vancouver, from 179·2 to 182·6; Halifax, 167·1 to 169·2; Saint John, 174·8 to 176·9; Montreal, 184·3 to 186·3; Winnipeg, 173·6 to 175·6; Toronto, 176·4 to 178·3; Edmonton, 172·8 to 174·7; and Saskatoon, 177·8 to 178·9.

Wholesale Prices, March, 1951

The General Wholesale Price Index rose 1·4 per cent to 241·8 (1935-1939=100) in March, 1951. All of the eight major groups, with the exception of Non-ferrous Metals, moved up between February and March, but the group gains were generally smaller than in the earlier months of 1951. Textile Products again led in the advance with a rise of 4·0 per cent to 327·1; raw wool, worsted yarns, woollen cloth, knit goods and carpets being mainly responsible for the increase. Sharp upturns in butter prices combined with smaller advances in other animal products, notably livestock, fresh meats, and eggs to move the Animal Products index up 2·7 per cent to 302·4. Chemical Products rose 0·9 per cent to 184·8 as increases for hydrochloric acid,

* *See* Tables F-1 to F-6.

sodium bicarbonate, tartaric acid and wood alcohol outweighed a decline in shellac. Wood Products rose 0·9 per cent to 289·0 in response to increases in fir, spruce, cedar and hemlock lumber. Eastern grains, rubber products and cocoa beans were mainly responsible for an increase of 0·7 per cent to 220·6 in the Vegetable Products index. Increases in coke, cement and coal tar were major components in an advance of 0·6 per cent to 169·3 in Non-metallic Minerals. A small increase in cast iron scrap raised Iron Products less than 0·1 per cent to 201·5. In Non-ferrous Metals a decline of 0·6 per cent to 174·4 was due to a drop in tin ingot prices from January and February highs, coupled with lesser declines in other metals.

Among important commodity price increases between February and March the following were recorded: worsted cloth yarn, 4 ply, 40·7 per cent, butter, Calgary, 34·5 per cent, onions, Toronto, 33·8 per cent, tartaric acid 31·6 per cent, butter, Winnipeg, 26·7 per cent, binder twine 22·3 per cent, eggs, Grade A large, Winnipeg, 21·8 per cent, raw wool, Australian, 21·2 per cent, Axminster rugs 20·0 per cent, raw wool, domestic, eastern bright, 20·0 per cent, linen thread 18·9 per cent. Among commodity price decreases were the following: tin ingots 16·9 per cent, beaver skins 15·2 per cent, tallow 12·0 per cent, solder 10·4 per cent, men's cotton combinations 8·9 per cent, sheepskins 8·6 per cent, potatoes, Montreal, 6·5 per cent, raw cotton 5·5 per cent, veal carcass, Toronto, 5·0 per cent, shellac 4·8 per cent.

The index of Canadian Farm Products prices at terminal markets rose 4·1 per cent to 264·2 between February and March. Animal Product price changes contributed the greater part of the increase with an advance of 5·3 per cent to 347·2, as raw wool, butterfat, eggs and livestock moved higher. The Field Products index, influenced mainly by eastern grains and potatoes rose 1·9 per cent to 181·2.

STRIKES AND LOCKOUTS

Canada, April, 1951*

There was little strike idleness during the month. Since the beginning of the year the monthly time loss has been low, and shows a substantial decline as compared with the same period last year. Fifteen new stoppages began in April but the majority involved few workers and caused little time loss.

Preliminary figures for April, 1951, show 19 strikes and lockouts, involving 2,647 workers, with a time loss of 9,673 man-working days, as compared with 27 strikes and lockouts in March, 1951, with 4,754 workers involved and a loss of 15,135 days. In April, 1950, there were 24 strikes and lockouts, involving 2,869 workers, and a loss of 15,272 days.

For the first four months of 1951 preliminary figures show 68 strikes and lockouts, involving 17,482 workers, with a time loss of 60,449 days. In the same period in 1950 there were 47 strikes and lockouts, with 12,135 workers involved and a loss of 103,772 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in April, 1951, was 0·01 per cent of the estimated working time, as compared with 0·02 per cent in March, 1951, April, 1950, and for the first four months of 1951; and 0·03 per cent for the first four months of 1950.

Of the 19 strikes and lockouts in existence during the month, five were settled in favour of the employers, one was a compromise settlement and five were indefinite in result, work being resumed pending final settlement. At the end of the month eight strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; electrical apparatus factory workers at Vancouver, B.C., May 11, 1950; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review issued as a supplement to the LABOUR GAZETTE for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1951, was 119 and 19 were still in progress from the previous month, making a total of 138 during the month. In all stoppages of work in progress in the period there were 57,800 workers involved and a time loss of 340,000 working days was caused.

Of the 119 disputes leading to stoppages of work which began in February, 17, directly involving 34,500 workers, arose out of demands for advances in wages, and 44, directly involving 3,000 workers, on other wage questions; one, directly involving 200 workers, on a question as to working hours; 13, directly involving 5,000 workers, on questions respecting the employment of particular classes or persons; 38, directly involving 4,300 workers, on other questions respecting working arrangements; five, directly involving 2,100 workers on questions of trade union principle; and one, directly involving 2,400 workers was in support of workers involved in another dispute.

Australia

Figures for the first three quarters of 1950 on industrial disputes causing stoppages of work are now available. For the first, second and third quarters there were respectively: 321, 254, and 395 industrial disputes, directly involving 76,084, 90,900 and 66,286 workers with a time loss of 310,146, 191,140 and 206,399 working days.

Norway

During 1950, there were 30 work stoppages involving 4,399 workers and causing a time loss of 42,000 man-working days. Comparable figures for 1949 are 47 work stoppages with 9,010 workers involved and a time loss of 105,000 days.

United States

Preliminary figures for March, 1951, show 350 strikes and lockouts beginning in the month, in which 140,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,300,000 man-days. Corresponding figures for February, 1951, are 400 strikes and lockouts, involving 220,000 workers with a time loss of 1,700,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

First Quarter of 1951

There were 246[1] industrial fatalities in Canada in the first quarter of 1951 according to the latest reports received by the Department of Labour. This marks a decrease of 100 fatalities over the previous quarter in which 346 accidents were recorded including 32 in a supplementary list.

The industrial fatalities recorded are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible therefore that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation.

* See Tables H-1 and H-2.

1 The number of industrial fatalities that occurred during the first quarter of 1951 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.

During the quarter under review there were five accidents which resulted in three or more industrial fatalities in each case. On February 7, there were two separate accidents which resulted in multiple deaths. At St. Paul L'Ermite, Quebec, five munitions workers were killed when a large shell which was being filled exploded and an aircraft crash at Calmar, Alberta, cost the lives of the pilot, a foundry manager and a salesman employed by a wholesale hardware firm. Four employees of a cartage firm were killed at Winnipeg, Manitoba, on February 20, when the truck in which they were riding was struck by a train. On March 2, at Shakespeare, Ontario, two employees of the Department of Highways, and a truck driver, were killed, when the truck crashed through a group of road-workers and then struck another vehicle. Three crew members of a tugboat perished in Saint John Harbour, New Brunswick, on March 20, following a collision between the tugboat and a freighter.

Grouped by industries the largest number of fatalities, 50, was recorded in the transportation industry; during the previous quarter there were 66 in this industrial group. There were 41 fatalities in manufacturing in the first quarter of 1951; 15 of these were in the wood products group and 8 in the iron and steel industry. During the fourth quarter of 1950 there were 54 fatalities in manufacturing, 22 of which occurred in the iron and steel products group.

There were 37 fatalities in the logging industry during the first quarter of 1951 as compared with 52 in the previous three months, and 47 in the first quarter of 1950.

In the construction industry there were 33 accidental deaths as compared with 39 in the last quarter of 1950, and 28 in the first quarter of that year.

During the quarter under review there were 30 fatalities in the mining industry as compared with 54 in the previous quarter. Accidents in the metal mining industry numbered 20, the same figure as that recorded in the preceding three months. Fatal accidents involving workers in coal mining accounted for 7 fatalities as compared with 19 in the previous quarter.

In the various branches of the service industry there were 28 accidental deaths as compared with 30 in the previous three months, and 20 during the first quarter of 1950.

There were 10 industrial deaths in trade, three less than the number recorded in the preceding three months.

As mentioned above, information in regard to accidents in agriculture is available only from newspaper reports. Only 9 fatal accidents were reported in the first quarter of 1951, four less than the 13 recorded in the previous quarter.

An analysis of the causes of fatal industrial accidents which occurred during the quarter show that 88 or 35·8 per cent were caused by moving trains, watercraft or other vehicles. "Falling objects" were the cause of 42 fatalities while industrial diseases, strains and infections were responsible for 29 of the 42 deaths reported under the heading "Other Causes". "Falls of persons" resulted in 22 or 8·9 per cent of the period's fatalities, while the classification "dangerous substances", in which is included electric current, accounted for 20 or 8·1 per cent of the industrial deaths recorded.

The largest number of industrial fatalities was recorded in Ontario, where there were 96. In Quebec there were 41 and in British Columbia 38.

During the quarter under review there were 86 fatalities in January, 90 in February, and 70 in March.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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2. Kerr, Willard A. *Accident Proneness of Factory Departments.* (In Journal of Applied Psychology, June, 1950. P. 167-170.)

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Item	1951		1950	1949	1944	1939
	April	March	March	March	March	March
Total Population[1]....000			13,766	13,549	11,975	11,267
Labour Force—						
Civilian labour force[2]....000		5,172	5,108	4,899	†	†
Persons with jobs[2]....000		5,000	4,796	4,700	†	†
Male[2]....000		3,902	3,751	3,730	†	†
Female[2]....000		1,098	1,045	970	†	†
Paid workers[2]....000		3,665	3,397	3,291	†	†
Persons without jobs and seeking work[2]....000		172	312	199	†	†
Index of employment, (1939=100)....		172·1	157·9	159·6	†	†
Immigration....No.		11,858	5,801	9,168	614	1,177
Adult males....No.		5,555	2,284	3,690	132	328
Earnings and Hours—						
Total labour income....$000,000			633	606	†	†
Per capita weekly earnings....$		48·16	44·61	43·15	†	†
Average hourly earnings, manufacturing....c		111·4	101·4	97·6	†	†
Average hours worked per week, manufacturing....		42·3	42·5	43·0	†	†
Real weekly earnings, manufacturing[3]....		108·5	109·0	109·1	†	†
National Employment Service—						
Live Applications for employment (1st of mo.)[4]000	290·3	296·7	376·0	261·8	70·8	†
Unfilled vacancies (1st of month) (4)....000	41·4	37·7	21·0	23·7	134·8	†
Placements, weekly average....000		13·3	10·6	10·1	†	†
Unemployment Insurance—						
Ordinary live claims....000	226·5[8]	243·8[8]	286·2	208·8	16·1	†
Balance in fund....$000,000			582·6	529·5	190·3	†
Price Indexes—						
General Wholesale [5]....		241·8	201·5	199·9	130·6[6]	99·2[6]
Cost-of-living index [5]....	181·8	179·7	163·7	159·2	119·0	100·6
Residential building materials [5]....		282·6	227·0	229·7	146·6[6]	102·3[6]
Production—						
Industrial production index [5]....		217·2	191·8	185·9	207·1	103·9
Mineral production index [5]....			144·7	127·4	114·2	111·5
Manufacturing index [5]....		227·8	200·9	197·5	229·0	102·6
Electric power....000,000 k.w.h.		4,912	4,186	3,924	3,515	2,367
Construction—						
Contracts awarded....$000,000		176·5	75·1	67·6	31·0	9·0
Dwelling units, started....000			4·2	3·6	†	†
Completed....000			6·6	6·4	†	†
Under construction....000			52·9	49·7	†	†
Pig iron....000 tons		220·6	179·4	202·1	168·1	40·7
Steel ingots and castings....000 tons		314·8	294·3	298·5	275·5	95·7
Inspected slaughterings, cattle....000			102·5	107·8	101·7	66·9
Hogs....000			447·9	349·5	932·3	299·7
Flour production....000,000 bbls	2·10	2·19	1·85	1·68	2·27	1·19
Newsprint....000 tons			451·6	415·8	252·1	220·6
Cement producers' shipments....000,000 bbls			1·23	1·40	0·27[7]	0·21[7]
Automobiles and trucks....000		47·8	30·1	25·6	14·6	17·6
Gold....000 fine oz		372·3	383·3	343·9	267·5	413·5
Copper....000 tons			22·2	21·9	24·1	25·6
Lead....000 tons			13·1	9·8	12·1	16·2
Nickel....000 tons			9·3	12·7	12·6	9·0
Zinc....000 tons			25·0	23·3	24·0	13·3
Coal....000 tons		1,490	1,897	1,685	1,549	1,178
Crude petroleum....000,000 bbls			2·44	1·75	0·87	0·39
Distribution—						
Wholesale sales index, unadjusted [5]....		334·5	293·6	283·2	190·7	98·0
Retail Trade....$000,000		814·4	685·8	633·8	†	†
Imports, excluding gold....$000,000	393·1	342·5	237·4	235·9	150·8	58·4
Exports, excluding gold....$000,000	295·2	290·2	228·2	216·8	282·7	69·3
Railways—						
Revenue freight, ton miles....000,000			4,973	5,178	5,534	2,318
Car loadings, revenue freight....000		336·0	330·0	330·0	313·0	191·0
Banking and Finance—						
Common stocks, index [5]....	165·6	162·9	118·7	106·4	81·5	94·5
Preferred stocks, index [5]....	165·2	166·0	153·7	142·8	119·2	101·2
Bond yields, Dominion, index [5]....	104·9	104·6	90·2	94·7	97·3	95·4
Cheques cashed, individual accounts....$000,000		8,830	7,730	6,868	4,773	2,428
Bank loans, current, public....$000,000		2,856	2,218	2,026	931	801
Money supply....$000,000		4,669	4,446	4,141	3,153[6]	1,370[6]
Circulating media in hands of Public....$000,000		1,212	1,181	1,164	892	281[6]
Deposits....$000,000		3,457	3,265	2,977	2,163[6]	1,089[6]

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

[1] Population figures given are as at June 1 for 1949, 1944 and 1939.

[2] Labour Force survey figures given are as at March 3, 1951, March 4, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4–A8 of this issue.

[3] Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

[4] Newfoundland is included after April 1, 1949.

[5] Average 1935-39=100.

[6] Year-end figures.

[7] Figures for 1939-44 are production data rather than shipments.

[8] Includes ordinary live claimants plus claimants for supplementary benefit.

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920–24	55,416	34,803	20,315	110,534
Annual Average, 1925–29	74,447	37,345	30,517	142,309
Annual Average, 1930–34	12,695	12,145	11,117	35,957
Annual Average, 1935–39	3,564	5,834	5,054	14,452
Annual Average, 1940–44	3,767	6,674	4,010	14,451
Annual Average, 1945–49	26,701	31,075	18,064	75,840
Total—1950	30,700	24,172	19,040	73 912
1950—				
March	2,284	1,862	1,655	5,801
April	2,922	2,331	2,262	7,515
May	3,655	2,611	2,096	8,362
June	2,899	2,354	1,686	6,939
July	3,053	2,003	1,668	6,724
August	1,995	1,883	1,332	5,210
September	2,262	1,674	1,094	5,030
October	2,378	2,025	1,368	5,771
November	3,068	2,090	1,672	6,830
December	3,044	2,249	1,768	7,061
1951—				
January	2,546	1,792	1,299	5,637
February	3,799	2,554	2,066	8,419
March	5,555	3,252	3,051	11,858

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total	2,198	13,575	39,041	12,975	6,123	73,912
1950						
March	145	1,103	3,049	1,063	441	5,801
April	257	1,033	3,838	1,811	576	7,515
May	261	1,658	4,209	1,652	582	8,362
June	212	1,027	3,672	1,477	551	6,939
July	215	1,218	3,606	1,074	611	6,724
August	186	1,023	2,556	914	531	5,210
September	151	1,094	2,653	691	441	5,030
October	143	1,393	2,996	754	485	5,771
November	161	1,302	3,867	924	576	6,830
December	225	1,209	3,913	1,133	581	7,061
1951						
January	101	1,096	3,261	722	457	5,637
February	254	1,433	4,842	1,264	626	8,419
March	316	2,376	6,607	1,665	894	11,858

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*	643	966	707	210	124	140	194	254	3,238
Feb.	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726

* Statistics by occupation available for male immigrants only, prior to January, 1951.

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	March 3, 1951			November 4, 1950		March 4, 1950	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population	4,931	4,869	9,800	4,910	9,751	4,883	9,679
A. Labour Force	4,051	1,121	5,172	4,083	5,201	4,032	5,108
1. Persons with jobs	3,902	1,098	5,000	3,986	5,084	3,751	4,796
(1) Agricultural	808	41	849	901	969	900	940
Paid Workers	66	(a)	69	96	102	85	89
Employers	29	(a)	30	44	45	40	41
Own Account Workers	539	(a)	546	570	577	567	573
Unpaid Workers	174	30	204	191	245	208	237
(2) Non-Agricultural	3,094	1,057	4,151	3,085	4,115	2,851	3,856
Paid Workers	2,631	965	3,596	2,636	3,581	2,398	3,308
Employers	125	(a)	131	127	133	128	134
Own Account Workers	317	54	371	303	352	300	355
Unpaid Workers	21	32	53	19	49	25	59
2. Persons without jobs and seeking work	149	23	172	97	117	281	312
B. Not in the Labour Force	880	3,748	4,628	827	4,550	851	4,571
1. Permanently unable or too old to work	175	100	275	161	247	166	273
2. Keeping House	(a)	3,202	3,204	(a)	3,195	(a)	3,170
3. Going to school	344	330	674	342	658	345	666
4. Retired or Voluntarily idle	353	110	463	316	437	335	451
5. Other	(a)	(a)	12	(a)	13	(a)	11

(a) Fewer than 10,000.

TABLE A-5.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	March 3, 1951			November 4, 1950		March 4, 1950	
	Male	Female	Total	Male	Total	Male	Total
Agriculture	808	41	849	901	969	900	940
Forestry	157	(a)	158	114	115	88	89
Fishing and Trapping	20	(a)	21	30	31	29	29
Mining, Quarrying and Oil Wells	79	(a)	80	78	79	80	81
Manufacturing	1,112	284	1,396	1,072	1,351	1,022	1,290
Public Utilities	44	(a)	49	43	47	41	45
Construction	296	(a)	302	362	366	225	229
Transportation and Communications	340	58	398	349	398	323	368
Trade	469	221	690	461	685	430	632
Finance and Real Estate	83	64	147	83	148	74	138
Service	494	416	910	493	895	539	955
Total	3,902	1,098	5,000	3,986	5,084	3,751	4,796

(a) Fewer than 10,000.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	March 3, 1951		November 4, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland	89	1·8	95	1·9
Maritime Provinces	415	8·3	410	8·1
Quebec	1,392	27·8	1,409	27·7
Ontario	1,777	35·5	1,793	35·3
Prairie Provinces	920	18·4	958	18·8
British Columbia	407	8·2	419	8·2
CANADA	5,000	100·0	5,084	100·0

TABLE A-7.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	March 3, 1951	November 4, 1950	March 3, 1951	November 4, 1950
0	3·5	0·9	4·4	2·2
1–14	3·6	3·6	1·9	1·4
15–24	9·1	5·1	3·1	2·7
25–34	8·1	3·7	3·8	4·4
35–44	16·4	11·7	45·8	47·8
45–54	27·6	30·3	32·4	32·7
55 hours and over	31·7	44·7	8·6	8·8
Total	100·0	100·0	100·0	100·0

TABLE A-8.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	March 3, 1951		November 4, 1950	
	Number	Per Cent	Number	Per Cent
Newfoundland	14	8·1	*	6·8
Maritime Provinces	19	11·1	21	18·0
Quebec	60	34·9	39	33·3
Ontario	36	20·9	24	20·5
Prairie Provinces	22	12·8	13	11·1
British Columbia	21	12·2	12	10·3
CANADA	172	100·0	117	100·0

* Fewer than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

($ Millions)

SOURCE: Dominion Bureau of Statistics

——	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transport, Communication, Storage, Trade	Finance Services (including Government)	Supplementary Labour Income	Total
1938—Average	22	60	15	58	57	5	216
1939—Average	23	62	16	61	57	5	224
1940—Average	25	78	11	66	59	6	245
1941—Average	28	107	16	76	64	8	297
1942—Average	33	142	19	83	71	10	357
1943—Average	34	167	22	89	77	11	400
1944—Average	37	171	17	98	81	12	417
1945—Average	38	156	19	105	89	13	418
1946—Average	46	147	25	118	99	14	448
1947—Average	52	176	34	138	111	21	532
1948—Average	58	204	41	160	128	19	610
1949—October	55	222	54	181	143	21	677
November	55	222	52	183	145	21	677
December	50	207	38	181	145	20	642
1950—January	45	215	38	171	146	21	637
February	46	219	39	173	147	20	643
March	44	221	40	174	149	21	650
April	42	223	43	177	148	21	655
May	47	225	50	181	148	21	672
June	52	233	54	185	149	22	695
July	55	234	56	188	148	23	704
August	57	237	58	177	147	23	699
September	60	245	58	192	150	24	729
October	63	249	57	195	152	24	740
November	65	252	55	200	154	25	750
December	62	238	44	199	154	24	721
1951—January	61	257	46	194	157	26	741
February	61	259	45	195	157	24	741

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At March 1, employers in the principal non-garicultural industries reported a total employment of 2,234,511.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158·3	146·5	137·2	172·7	150·9	163·9	156·0	135·8	158·9	174·1
1948—Average	165·0	161·0	148·4	174·2	156·2	171·2	162·0	139·0	168·9	181·6
1949—Average	165·5	157·0	149·0	165·6	154·3	173·1	166·7	139·7	180·3	179·3
1950—Average	168·0	173·1	142·5	169·9	155·0	177·7	168·0	140·8	188·5	180·7
Mar. 1, 1948	159·3	170·8	133·8	170·4	152·2	168·1	152·7	128·6	155·3	168·9
Mar. 1, 1949	159·6	142·9	134·4	162·3	150·2	170·5	158·0	127·3	168·3	161·8
Jan. 1, 1950	163.8	158·5	137·1	169·8	151·1	173·3	167·7	139·0	181·7	172·9
Feb. 1, 1950	158·3	150·4	133·1	160·4	146·9	170·1	161·0	126·6	173·9	157·1
Mar. 1, 1950	157·9	143·8	130·8	157·4	145·5	169·5	159·0	126·2	174·0	163·2
Apr. 1, 1950	159·7	149·9	132·0	157·5	146·2	169·9	159·0	127·3	175·8	170·1
May 1, 1950	159·7	152·6	128·5	153·1	146·7	170·3	160·1	130·0	178·1	174·9
June 1, 1950	166·0	167·7	142·0	165·1	152·5	175·3	162·5	142·2	188·5	182·1
July 1, 1950	170·8	179·0	147·0	180·2	156·4	179·6	171·1	146·2	195·6	186·2
Aug. 1, 1950	172·5	187·0	150·2	176·0	158·3	180·0	173·9	149·2	200·7	191·9
Sept. 1, 1950	174·1	196·9	151·9	176·5	159·4	182·0	173·9	149·9	201·2	194·1
Oct. 1, 1950	177·1	196·9	152·8	179·9	164·0	185·8	174·8	150·4	197·5	194·6
Nov. 1, 1950	178·1	198·9	152·0	178·8	166·0	187·3	175·5	152·1	196·7	191·3
Dec. 1, 1950	179·2	195·9	152·6	184·1	167·0	189·1	177·9	150·9	197·7	189·6
Jan. 1, 1951	175·3	184·2	149·1	187·5	162·3	186·9	171·2	144·4	193·7	180·4
Feb. 1, 1951	172·3	165·3	142·2	179·3	159·9	185·6	165·5	134·9	186·5	177·0
Mar. 1, 1951	172·1	160·1	135·7	178·5	160·8	185·6	164·2	133·9	186·1	176·7
Percentage Distribution of Employees of Reporting Establishments at March 1, 1951	100·0	0·2	3·4	2·8	29·0	43·9	5·2	2·2	4·4	8·9

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite[1]				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				$				$
1939—Average	100·0	100·0	100·0	23·44	100·0	100·0	100·0	22.79
1947—Average	158·3	245·2	154·4	36.19	171·0	272·7	159·5	36.34
1948—Average	165·0	282·9	170·9	40.06	176·0	314·1	178·5	40.67
1949—Average	165·5	303·7	183·3	42.96	175·9	339·2	192·9	43.97
1950—Average	168·0	321·8	191·3	44.84	177·5	360·2	202·8	46.21
Mar. 1, 1948	159·3	268·6	168·2	39.42	174·1	305·9	175·8	40.07
Mar. 1, 1949	159·6	294·3	184·1	43.15	174·2	337·2	193·6	44.13
Jan. 1, 1950	163·8	295·9	180·6	42.33	171·0	324·3	189·8	43.26
Feb. 1, 1950	158·3	296·4	187·2	43.87	170·4	337·4	198·1	45.15
Mar. 1, 1950	157·9	300·5	190·3	44.61	171·5	342·8	199·9	45.55
Apr. 1, 1950	159·0	303·8	191·0	44.77	172·0	346·6	201·4	45.91
May 1, 1950	159·7	305·8	191·5	44.88	172·5	348·4	202·0	46.03
June 1, 1950	166.0	315·3	189·9	44.51	175·3	352·3	201·1	45.82
July 1, 1950	170·8	328·3	192·2	45.04	178·6	364·1	203·9	46.46
Aug. 1, 1950	172·5	332·5	192·6	45.15	179·6	366·7	204·0	46.49
Sept. 1, 1950	174·1	328·0	188·4	44.17	182·5	369·9	202·7	46.19
Oct. 1, 1950	177·1	346·6	195·7	45.88	185·6	385·1	207·4	47.27
Nov. 1, 1950	178·1	351·7	197·5	46.29	185·4	389·7	210·2	47.90
Dec. 1, 1950	179·2	356·3	198·9	46.63	185·3	394·6	212·9	48.51
Jan. 1, 1951	175.3	338·2	193·1	45.27	182·4	373·1	204·5	46.60
Feb. 1, 1951	172·3	351·5	204·2	47.87	184·5	402·1	217·8	49.64
Mar. 1, 1951	172·1	353·3	205·5	48.16	186·2	405·0	217·5	49.57

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing. (4) Construction, (5) Transportation, storage and communication, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services.

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wage and Salaries		
	EMPLOYMENT			PAYROLLS					
	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950
							$	$	$
(a) PROVINCES									
Prince Edward Island	160·1	165·3	143·8	298·2	298·6	260·2	37.06	35.96	35.77
Nova Scotia	135·7	142·2	130·8	265·9	271·6	242·3	42.04	40.97	39.71
New Brunswick	178·5	179·3	157·4	370·6	368·5	311·3	41·98	41.56	39.99
Quebec	160·8	159·9	145·5	348·8	343·1	293·7	46.16	45.67	42.91
Ontario	185·6	185·6	169·5	378·2	379·5	319·2	49.89	50.07	46.02
Manitoba	164·2	165·5	159·0	302·3	298·1	272·4	47.38	46.35	44.00
Saskatchewan	133·9	134·9	126·2	251·5	249·9	226·1	45.54	44.89	43·32
Alberta	186·1	186·5	174·0	361·1	356·9	314·3	49.35	48.69	45.82
British Columbia	176·7	177·0	163·2	347·6	342·6	293·3	51.17	50.36	46.89
CANADA	**172·1**	**172·3**	**157·9**	**353·3**	**351·5**	**300·5**	**48.16**	**47.87**	**44.61**
(b) METROPOLITAN AREAS									
Halifax	192·6	192·5	184·9	316·6	308·9	285·9	38.56	37.64	36.16
Saint John	183·0	178·4	174·0	343·3	341·7	305·8	40.24	41.09	37.48
Quebec	142·8	142·6	137·7	300·0	301·0	274·1	39.11	39.29	37.06
Sherbrooke	168·6	166·9	155·7	362·1	352·6	302·3	41.67	41.00	37.67
Three Rivers	158·4	159·8	147·9	363·4	367·1	307·1	46.54	46.62	42.14
Montreal	168·3	167·5	160·4	343·2	336·9	304·3	46.59	45.97	43.28
Ottawa—Hull	182·1	183·6	168·6	339·2	339·3	293·6	43.12	42.80	40.41
Peterborough	199·5	199·2	.....	460·7	463·1	.....	48.61	48.92	.....
Oshawa	264·3	264·2	.....	634·1	662·1	.....	56.76	59.30	.....
Toronto	191·2	191·0	177·9	376·9	377·4	323·1	49.46	49.58	45.48
Niagara Falls	205·0	204·4	.....	468·8	464·9	.....	54.29	54.00	.....
St. Catharines—Welland	236·9	234·8	200·1	566·1	566·3	425·6	57.25	57.78	50.71
Hamilton	197·2	196·2	180·8	422·6	421·3	359·3	51.84	51.96	48.01
Galt-Preston	154·8	154·4	.....	335·6	339·5	.....	44.65	45.27	.....
Brantford	212·1	210·0	199·3	486·1	487·1	440·0	47.63	48.22	45.85
Kitchener—Waterloo	182·0	180·3	168·0	392·5	390·7	333·0	45.80	46.00	42.04
Sudbury	156·3	155·4	.....	315·2	319·2	.....	60.77	61.89	.....
London	191·1	191·1	178·6	370·2	369·6	321·8	45.85	45.78	42.69
Sarnia	269·9	265·9	.....	499·8	497·9	.....	59.62	60.28	.....
Windsor	238·0	234·6	213·1	531·5	524·5	405·4	62.22	62.28	52.87
Sault Ste. Marie	205·8	206·1	.....	412·8	419·2	.....	53.76	54.52	.....
Ft. William—Pt. Arthur	181·6	184·3	170·6	360·3	363·7	310·2	50.50	50.25	46.27
Winnipeg	166·7	168·1	161·3	302·3	298·3	271·3	44.11	43.15	40.85
Regina	154·4	155·8	154·3	286·7	286·7	266·3	41.95	41.58	38.95
Saskatoon	178·4	179·1	164·0	328·9	325·2	288·5	40.92	40.31	39.00
Edmonton	231·9	230·7	210·5	443·3	437·1	376·5	44.94	44.53	42.02
Calgary	193·3	193·2	181·6	349·7	343·3	306·6	46.68	45.85	43.50
Vancouver	196·7	195·9	188·6	379·9	375·3	336·5	48.47	48.07	44.71
Victoria	205·5	207·2	197·6	411·8	405·7	354·7	48.08	46.98	43.06
(c) INDUSTRIES									
Forestry (chiefly logging)	**241·6**	**248·3**	**135·3**	**619·6**	**609·0**	**327·9**	**44.40**	**42.45**	**41.9**
Mining	**114·5**	**114·9**	**108·2**	**234·8**	**233·1**	**204·0**	**58.82**	**58.22**	**54.08**
Manufacturing	**186·2**	**184·5**	**171·5**	**405·0**	**402·1**	**342·8**	**49·57**	**49·64**	**45·55**
Durable Goods	229·7	226·9	202·7	501·0	497·4	407·4	52.96	53.23	48.82
Non-Durable Goods	157·7	156·9	151·2	335·3	332·9	295·9	46.35	46.27	42.70
Construction	**139·4**	**145·1**	**127·7**	**352·5**	**359·8**	**301·5**	**47.50**	**46.56**	**44.45**
Transportation, storage and communication	**165·8**	**165·0**	**156·3**	**304·3**	**302·7**	**269·9**	**52.57**	**52.55**	**49.55**
Public utility operation	**179·0**	**180·1**	**175·3**	**331·4**	**326·1**	**301·4**	**54.69**	**53.48**	**50.62**
Trade	**167·9**	**169·5**	**160·2**	**319·5**	**317·4**	**281·6**	**41.54**	**40.91**	**38.33**
Finance	**161·8**	**160·8**	**152·4**	**252·3**	**251·2**	**225·3**	**45.28**	**45.35**	**43.09**
Service	**172·5**	**173·3**	**168·4**	**330·3**	**327·1**	**305·4**	**31.41**	**30.97**	**29.72**
Industrial composite	**172·1**	**172·3**	**157·9**	**353·3**	**351·5**	**300·5**	**48.16**	**47.87**	**44.61**

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3 They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Mar. 1, 1945	45·8	46·5	45·0	70·1	77·8	60·3
Mar. 1, 1946	44·0	44·2	43·9	67·9	74·5	61·5
Mar. 1, 1947	43·4	43·6	43·2	77·1	84·2	69·9
Mar. 1, 1948	43·2	43·4	43·0	88·0	95·0	80·8
Mar. 1, 1949	43·0	43·2	42·7	97·6	105·3	89·6
*Jan. 1, 1950	39·9	40·3	39·6	101·1	109·3	92·9
Feb. 1, 1950	42·3	42·2	42·4	100·9	109·5	92·6
Mar. 1, 1950	42·5	42·6	42·5	101·4	109·8	93·1
Apr. 1, 1950	42·8	43·0	42·6	101·7	110·0	93·6
May 1, 1950	42·6	42·9	42·4	102·5	110·6	94·3
June 1, 1950	42·0	42·2	41·7	103·5	111·4	95·5
July 1, 1950	42·5	42·9	42·2	103·9	111·8	95·7
Aug. 1, 1950	42·5	42·7	42·2	104·2	112·5	95·8
Sept. 1, 1950	41·9	41·5	42·4	104·4	112·9	95·9
Oct. 1, 1950	42·9	43·0	42·8	105·3	114·3	96·3
Nov. 1, 1950	43·0	43·1	43·0	106·4	115·2	97·5
Dec. 1, 1950	43·1	43·1	43·1	107·8	116·4	99·0
*Jan. 1, 1951	40·1	40·2	39·9	109·0	117·1	100·5
Feb. 1, 1951	42·9	43·1	42·6	110·4	119·0	101·2
Mar. 1, 1951	42·3	42·5	42·2	111·4	119·8	102·4

* The averages at these dates were affected by loss of working time at the year-end holidays.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

—	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1951	Feb. 1, 1951	Mar. 1, 1950	Mar. 1, 1951	Feb. 1, 1951	Mar. 1, 1950
Newfoundland	45·5	41·7	.....	107·8	106·0	.....
Nova Scotia	41·5	42·6	43·2	97·1	95·3	91·6
New Brunswick	44·8	45·7	45·3	98·8	97·8	89·6
Quebec	44·5	44·7	44·1	99·1	98·1	91·1
Ontario	41·5	42·4	41·9	118·6	117·5	107·0
Manitoba	42·5	42·3	42·9	106·1	105·1	97·5
Saskatchewan	40·6	40·9	41·7	113·1	110·7	104·5
Alberta	41·5	41·6	42·7	111·6	110·2	102·8
British Columbia	38·4	38·1	38·1	132·7	132·5	121·9
Montreal	43·0	43·1	42·5	104·2	102·9	96·2
Toronto	40·3	41·3	40·7	116·5	115·2	105·6
Hamilton	39·9	40·7	40·8	131·0	128·8	118·4
Windsor	43·8	44·2	40·8	145·4	144·9	127·5
Winnipeg	42·1	42·0	42·7	105·4	104·2	97·0
Vancouver	37·5	37·6	37·5	130·1	129·8	119·4

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950	Mar. 1 1951	Feb. 1 1951	Mar. 1 1950
	no.	no.	no.	cts.	cts.	cts.	$	$	$
Mining	**43·6**	**44·1**	**43·8**	**130·2**	**127·7**	**120·7**	**56.77**	**56.32**	**52.87**
Metal mining	44·8	45·4	46·2	130·0	128·1	119·0	58.24	58.16	54.98
Gold	46·0	46·5	46·2	118·3	116·3	119·0	54.42	54.08	54.98
Other metal	43·9	44·6	46·2	140·0	138·2	119·0	61.46	61.64	54.98
Fuels	40·7	41·2	46·2	136·8	133·8	119·0	55.68	55.13	54.98
Coal	39·5	40·6	39·0	135·5	131·8	130·8	53·52	53·51	51·01
Oil and natural gas	46·2	44·0	39·0	142·2	142·5	130·8	65.70	62.70	51.01
Non-metal	45·9	45·8	39·0	115·1	111·3	130·8	52.83	50.98	51.01
Manufacturing	**42·3**	**42·9**	**42·5**	**111·4**	**110·4**	**101·4**	**47.12**	**47.36**	**43.10**
Food and beverages	42·0	42·3	42·8	96·6	95·5	89·4	40.57	40.40	38.26
Meat products	40·6	40·3	41·8	120·6	118·9	110·6	48.96	47.92	46.23
Canned and preserved fruits and vegetables	39·1	40·9	40·9	83·8	81·3	78·6	32.77	33.25	32.15
Grain mill products	45·7	44·7	44·6	104·9	104·4	96·1	47.94	46.67	42.86
Bread and other bakery products	43·2	44·2	44·4	87·1	86·1	80·0	37.63	38.06	35.52
Distilled and malt liquors	42·2	41·9	41·0	114·5	115·7	108·2	48.32	48.48	44.36
Tobacco and tobacco products	42·7	43·4	42·4	93·7	94·3	87·2	40.01	39.98	36.97
Rubber products	42·7	43·0	41·2	120·9	118·8	107·8	51.62	51.08	44.41
Leather products	41·4	41·6	40·5	82·6	82·4	76·8	34.20	34.28	31.10
Boots and shoes (except rubber)	41·1	41·4	40·1	80·3	79·8	74·0	33.00	33.04	29.67
Textile products (except clothing)	43·0	44·0	44·1	94·0	92·9	84·4	40.42	40.88	37.22
Cotton yarn and broad woven goods	42·2	43·1	43·4	99·4	97·9	86·2	41.95	42.19	37.41
Woollen goods	43·4	43·7	43·7	88·6	86·8	80·6	38.45	37.93	35.22
Rayon, nylon and silk textiles	44·8	46·5	46·4	93·3	92·5	85·7	41.80	43.01	39.76
Clothing (textile and fur)	39·0	39·3	38·9	84·2	82·9	78·6	32.84	32.58	30.58
Men's clothing	39·0	39·4	38·6	82·8	81·4	78·0	32.29	32.07	30.11
Women's clothing	37·4	37·3	37·8	89·6	87·6	83·0	33.51	32.67	31.37
Knit goods	40·2	41·1	40·4	81·5	81·1	75·7	32.76	33.33	30.58
*Wood products	41·9	42·4	41·6	100·7	99·7	93·1	42.19	42.27	38.73
Saw and planing mills	41·1	41·2	40·9	107·7	106·8	99·0	44.26	44.00	40.49
Furniture	42·7	43·7	43·5	93·5	92·7	87·7	39.92	40.51	37.27
Other wood products	43·9	45·4	42·9	83·5	82·6	79·4	36.66	37.50	34.06
Paper products	46·7	46·8	46·9	121·0	119·9	107·3	56.51	56.11	50.32
Pulp and paper mills	48·4	48·3	48·7	128·9	128·2	114·3	62.39	61.92	55.66
Other paper products	42·3	42·8	42·4	96·9	95·5	88·0	40.99	40.87	37.31
Printing, publishing and allied industries	39·7	40·2	40·7	129·2	126·0	119·1	51.29	50.65	48.47
*Iron and steel products	42·0	42·5	42·4	123·5	122·0	113·1	51.87	51.85	47.95
Agricultural implements	37·7	38·7	40·2	133·0	132·0	124·5	50.14	51.08	50.05
Fabricated and structural steel	42·6	42·2	42·2	126·8	126·0	118·2	54.02	53·17	49.88
Hardware and tools	42·5	43·1	42·7	109·3	107·7	99·5	46.45	46.42	42.49
Heating and cooking appliances	42·3	41·6	42·0	111·6	110·9	103·0	47.21	46.13	43.26
Iron castings	43·6	44·2	43·6	125·2	122·8	114·2	54.59	54.28	49.79
Machinery manufacturing	43·5	44·0	42·8	116·6	115·4	107·2	50.72	50.78	45.88
Primary iron and steel	41·7	41·9	42·9	134·9	134·2	123·3	56.25	56.23	52.90
Sheet metal products	41·4	42·1	41·6	116·5	113·2	104·4	48.23	47.66	43.43
*Transportation equipment	43·3	44·5	42·7	129·0	128·7	118·2	55.86	57.27	50.47
Aircraft and parts	44·4	48·2	44·1	119·1	121·9	111·5	52.88	58.76	49.17
Motor vehicle parts and accessories	42·4	43·7	42·7	131·7	131·2	115·6	55.84	57.33	49.36
Motor vehicles	43·6	44·8	41·8	149·1	148·5	133·1	65.01	66.53	55.64
Railroad and rolling stock equipment	43·6	44·4	44·2	119·5	118·2	113·5	52.10	52.48	50.17
Shipbuilding and repairing	42·2	41·7	39·5	116·6	115·9	110·2	49.31	48.33	43.53
*Non-ferrous metal products	43·1	43·6	43·8	119·8	119·9	109·5	51.63	52.28	47.96
Aluminum products	42·4	43·3	42·7	109·6	109·6	101·1	46.47	47.46	43.17
Brass and copper products	43·5	43·9	43·0	117·2	116·5	108·1	50.98	51.14	46.48
Smelting and refining	43·9	44·3	45·2	129·9	130·9	118·4	57.03	57.99	53.52
*Electrical apparatus and supplies	41·4	41·6	41·1	121·1	120·4	112·1	50.14	50.9	46.07
Heavy electrical machinery and equipment	40.9	41·5	41·6	138·2	137·5	126·4	56.52	57.06	52.58
*Non-metallic mineral products	44·8	45·4	45·3	109·4	108·3	99·6	49.01	49.17	45.12
Clay products	44·9	45·8	45·0	103·2	102·5	97·3	46.34	46.95	43.79
Glass and glass products	45·2	45·5	46·3	106·6	106·2	96·6	48.18	48.32	44.73
Products of petroleum and coal	40·1	40·4	41·6	142·0	140·1	126·2	56.94	56.60	52.50
Chemical products	42·7	43·4	43·3	113·2	112·0	101·8	48.34	48.61	44.08
Medicinal and pharmaceutical preparations	41·3	41·4	41·1	92·6	90·9	84·9	38.24	37.63	34.89
Acids, alkalis and salts	44·9	45·9	45·7	127·3	127·5	114·5	57.16	58.52	52.33
Miscellaneous manufacturing industries	41·2	41·3	41·8	93·5	93·2	85·6	38.52	38.49	35.78
*Durable Goods	42·5	43·1	42·6	119·8	119·0	109·8	50.92	51.29	46.77
Non-durable Goods	42·2	42·6	42·5	102·4	101·2	93·1	43·21	43.11	39.57
Construction	40·6	40·1	41·5	114·1	113·5	104·7	46.32	45.51	43.45
Buildings and structures	39·3	39·2	40·0	122·1	121·2	111·7	47.99	47.51	44.68
Highways, bridges and street construction	44·5	42·5	45·2	92·8	93·1	88·7	41.30	39.57	40.09
Electric and motor transportation	45·3	45·0	45·2	112·4	110·7	88·7	50.92	49.82	40.09
Service	42·4	42·9	42·8	69·6	67·7	66·3	29.51	29.04	28.38
Hotels and restaurants	43·2	43·9	44·0	69·9	67·3	65·4	30.20	29.54	28.78
Laundries, dyeing, pressing and cleaning	41·1	41·3	41·0	66·0	65·9	64·7	27.13	27.22	26.53

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	$			
Monthly Average 1945	44·3	69·4	30.71	102·8	96·7	106·3
Monthly Average 1946	42·7	70·0	29.87	100·0	100·0	100·0
Monthly Average 1947	42·5	80·3	34·13	114·3	109·6	104·3
Monthly Average 1948	42·2	91·3	38.53	129·0	127·8	100·9
Monthly Average 1949	42·3	98·6	41.71	139·6	129·6	107·7
Monthly Average 1950	42·5	103·6	44.03	147·4	134·7	109·5
Week Preceding:						
March 1, 1950	42·5	101·4	43.10	144·3	132·4	109·0
April 1, 1950	42·8	101·7	43.53	145·7	132·7	109·8
May 1, 1950	42·4*	102·5	43·46*	145·5	132·7	109·6
June 1, 1950	42·0·	103·5	43.47	145·5	133·8	108·7
July 1, 1950	42·5	103·9	44.16	147·8	135·5	109·1
August 1, 1950	42·5	104·2	44·29	148·3	136·3	108·8
September 1, 1950	41·9	104·4	43.74	146·4	137·4	106·6
October 1, 1950	42·9	105·3	45.17	151·2	138·1	109·5
November 1, 1950	43·0	106·4	45.75	153·2	138·1	110·9
December 1, 1950	43·1	107·8	46.46	155·5	138·4	112·4
January 1, 1951	43·0*	109·0	46.87*	156·9	139·6	112·4
February 1, 1951	42·9	110·4	47.36	158·6	141·7	111·9
March 1, 1951 (1)	42·3	111·4	47.12	157·8	145·4	108·5

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: May 1, 1950, 42·6 hours, $43.67; January 1, 1951, 40·1 hours, $43.71.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
May 1, 1945	131,165	54,937	186,102	49,223	26,831	76,054
May 1, 1946	69,048	42,407	111,455	196,797	45,617	242,414
May 1, 1947	53,484	38,706	92,190	122,771	34,192	156,963
May 1, 1948	28,602	21,335	49,937	123,130	42,082	165,212
May 1, 1949	21,673	21,840	43,513	158,794	44,932	203,726
May 1, 1950	18,635	15,386	34,021	310,044	77,797	387,841
June 1, 1950	25,038	16,375	41,413	184,335	70,062	254,397
July 1, 1950	24,392	15,519	39,911	136,291	68,280	204,571
August 1, 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1, 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951 (1)	36,940	15,513	52,453	163,309	54,201	217,510

(1) Latest figures subject to revision.

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TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 29, 1951

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From March 1, 1951	
				Absolute	Percentage
Agriculture, fishing, trapping	**1,332**	**260**	**1,592**	**+ 792**	**+ 99·0**
Logging	**8,540**	**12**	**8,552**	**− 1,923**	**− 18·4**
Pulpwood	8,013	9	8,022	− 918	− 10·3
Lumber	484	3	487	− 1,002	− 67·3
Other logging	43	.....	43	− 3	− 6·5
Mining	**965**	**34**	**999**	**+ 341**	**+ 51·8**
Coal	57	2	59	− 59	− 50·0
Metallic ores—					
Iron	146	5	151	+ 61	+ 67·8
Gold	190	7	197	+ 46	+ 30·5
Nickel	393	.....	393	+ 229	+ 139·6
Other metallic ores and non-metallic minerals	126	5	131	+ 56	+ 74·7
Prospecting and oil producing	53	15	68	+ 8	+ 13·3
Manufacturing	**6,613**	**3,859**	**10,472**	**+ 1,338**	**+ 14·6**
Food and kindred products	435	212	647	+ 85	+ 15·1
Textiles, apparel, etc	369	2,320	2,689	− 203	− 7·0
Lumber and finished lumber products	608	57	665	+ 2	+ 0·3
Pulp and paper products and printing	301	193	494	+ 8	+ 1·6
Chemicals and allied products	322	148	470	+ 123	+ 35·4
Products of petroleum and coal	41	17	58	− 4	− 6·5
Rubber products	123	29	152	+ 50	+ 49·0
Leather and products	84	212	296	− 1	− 0·3
Stone, clay and glass products	174	36	210	+ 71	+ 51·1
Iron and steel and products	1,179	109	1,288	+ 528	+ 69·5
Non-ferrous metals and products	313	83	396	+ 19	+ 5·0
Machinery	966	68	1,034	+ 166	+ 19·1
Electrical equipment and products	343	156	499	+ 35	+ 27·5
Transportation equipment and other manufacturing	1,355	219	1,574	+ 459	+ 41·2
Construction	**1,746**	**47**	**1,793**	**+ 457**	**+ 34·2**
Transportation and storage	**1,206**	**164**	**1,370**	**+ 338**	**+ 32·8**
Communications, and other public utilities	**294**	**179**	**473**	**− 3**	**− 0·6**
Trade	**2,263**	**2,403**	**4,666**	**+ 670**	**+ 16·8**
Wholesale	797	545	1,342	+ 73	+ 5·8
Retail	1,466	1,858	3,324	+ 597	+ 21·9
Finance, insurance, real estate	**1,061**	**964**	**2,025**	**+ 195**	**+ 10·7**
Service	**3,032**	**6,402**	**9,434**	**+ 1,503**	**+ 19·0**
Public	1,009	621	1,630	+ 123	+ 8·2
Domestic	58	2,831	2,889	+ 277	+ 10·6
Personal	1,122	2,578	3,700	+ 888	+ 31·6
Other service	843	372	1,215	+ 215	+ 29·5
All Industries	**27,052**	**14,324**	**41,376**	**+ 3,708**	**+ 9·8**

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT MARCH 29, 1951

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,540	320	1,860	3,794	885	4,679
Clerical workers	1,904	4,393	6,297	7,519	13,132	20,651
Sales workers	1,539	1,170	2,709	4,726	8,967	13,693
Personal and domestic service workers	925	5,218	6,143	17,086	12,937	30,023
Seamen	70	1	71	4,313	71	4,384
Agriculture and fishing	1,429	7	1,436	2,567	1,246	3,813
Skilled and semiskilled workers	15,582	2,641	18,223	94,071	10,705	104,776
Food and kindred products	46	19	65	1,845	1,047	2,892
Textiles, clothing, etc	225	2,134	2,359	1,541	5,339	6,880
Lumber and wood products	8,417	.....	8,417	11,904	96	12,000
Pulp, paper and printing	111	31	142	580	369	949
Leather and products	66	162	228	1,096	566	1,662
Stone, clay and glass products	56	11	67	281	29	310
Metalworking	2,771	16	2,787	5,665	353	6,018
Electrical	183	29	212	1,270	231	1,501
Transportation equipment, n.e.c	72	.....	72	330	46	376
Mining	193	.....	193	1,169	1	1,170
Construction	768	.....	768	34,383	3	34,386
Transportation (except seamen)	657	2	659	14,868	48	14,916
Communications and public utility	57	.....	57	556	.....	556
Trade and service	201	148	349	1,733	1,068	2,801
Other skilled and semiskilled	1,539	71	1,610	10,284	1,198	11,482
Foremen	64	8	72	2,392	176	2,568
Apprentices	156	10	166	4,174	135	4,309
Unskilled workers	4,065	574	4,639	94,866	13,391	108,257
Food and tobacco	92	69	161	3,393	4,438	7,831
Lumber and lumber products	461	2	463	5,616	284	5,900
Metalworking	287	19	306	1,792	252	2,044
Construction	944	.....	944	19,622	4	19,626
Other unskilled workers	2,281	484	2,765	64,443	8,413	72,856
Total	**27,054**	**14,324**	**41,378**	**228,942**	**61,334**	**290,276**

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MARCH, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping	518	343	252
Logging	1,626	924	695
Mining	422	305	176
Manufacturing	5,641	5,598	3,865
Food and kindred products	574	625	409
Textiles, apparel, etc	944	960	650
Lumber and finished lumber products	657	637	502
Pulp and paper products and printing	375	397	258
Chemicals and allied products	227	219	141
Products of petroleum and coal	35	39	25
Rubber products	75	65	38
Leather and products	143	156	107
Stone, clay and glass products	177	203	127
Iron and steel and products	614	493	341
Non-ferrous metals and products	232	252	173
Machinery	475	443	310
Electrical equipment and products	241	247	155
Transportation equipment and other manufacturing	872	862	629
Construction	2,259	2,297	1,777
Transportation and Storage	1,043	893	647
Communications, and Other Public Utilities	209	203	130
Trade	2,655	3,019	1,781
Finance, Insurance, Real Estate	444	405	197
Service	5,686	5,258	3,742
All Industries	**20,503**	**19,245**	**13,262**

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MARCH 2, TO MARCH 29, 1951; UNPLACED APPLICANTS AS AT APRIL 26, 1951

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 26, 1951
					Regular	Casual		
Newfoundland	**157**	**88**	**2,640**	**162**	**81**	**28**	**12,353**	**11,295**
Corner Brook	65	11	546	43	23	13	1,998	1,481
Grand Falls	17	.....	291	17	1	2	1,255	1,066
St. John's	75	77	1,803	102	57	13	9,100	8,748
Prince Edward Island	**311**	**190**	**678**	**419**	**172**	**51**	**2,888**	**2,658**
Charlottetown	183	151	355	177	87	33	1,892	1,686
Summerside	128	39	323	242	85	18	996	972
Nova Scotia	**3,023**	**1,338**	**6,805**	**3,221**	**1,889**	**575**	**17,179**	**14,851**
Amherst	49	2	211	52	47	.....	566	467
Bridgewater	48	27	275	53	32	1	849	572
Halifax	1,642	980	2,500	1,768	907	437	4,008	3,736
Inverness	16	10	127	13	11	.....	658	587
Kentville	58	59	603	45	11	.....	1,873	1,591
Liverpool	10	2	99	13	1	1	447	333
New Glasgow	697	173	832	688	554	28	1,798	1,651
Springhill	7	2	228	7	7	.....	404	399
Sydney	327	25	1,091	397	212	99	4,033	3,454
Truro	108	46	570	120	56	9	841	517
Yarmouth-Shelburne	61	12	269	65	51	.....	1,702	1,544
New Brunswick	**2,074**	**985**	**6,486**	**2,235**	**1,190**	**430**	**14,413**	**14,515**
Bathurst	98	126	789	131	12	.....	2,090	2,029
Campbellton	65	146	588	122	79	13	1,220	1,122
Edmundston	92	3	465	104	56	33	908	920
Fredericton	141	87	415	138	81	26	763	785
Minto	79	52	492	64	45	3	575	787
Moncton	765	309	1,780	878	440	172	4,047	3,499
Newcastle	63	12	436	66	63	2	1,162	1,125
Saint John	608	202	1,062	542	306	170	1,866	2,851
St. Stephen	54	27	157	74	22	4	1,126	714
Sussex	70	16	130	66	53	1	165	215
Woodstock	39	5	172	50	33	6	491	468
Quebec	**20,383**	**12,306**	**44,503**	**18,501**	**11,919**	**931**	**95,631**	**84,605**
Asbestos	90	65	158	52	43	4	347	354
Beauharnois	83	26	205	86	72	5	531	447
Buckingham	105	29	317	113	84	3	722	618
Causapscal	65	101	481	15	18	.....	1,175	1,457
Chandler	128	102	1,206	219	122	.....	2,412	2,204
Chicoutimi	248	117	1,006	241	115	4	1,456	1,223
Dolbeau	14	8	483	10	5	.....	785	612
Drummondville	370	35	669	377	283	15	1,653	1,710
Farnham	48	63	126	39	27	.....	415	289
Granby	173	56	481	196	135	4	857	816
Hull	209	80	900	243	139	5	2,333	2,090
Joliette	182	127	694	140	79	1	1725	1,678
Jonquiere	224	62	804	277	170	2	1,450	1,385
Lachute	89	31	179	63	48	2	422	306
La Malbaie	88	25	802	24	17	.....	2,186	1,926
La Tuque	388	1,306	661	139	181	.....	346	479
Levis	201	63	913	202	173	2	2,535	2,512
Matane	86	204	729	172	32	.....	1,859	1,888
Megantic	205	26	389	153	123	1	478	439
Mont-Laurier	18	11	354	11	10	.....	557	575
Montmagny	56	25	724	42	32	.....	1,243	1,019
Montreal	9,966	4,755	14,968	9,249	6,001	589	30,316	24,988
Port Alfred	38	1	378	37	37	.....	856	720
Quebec	1,230	737	4,236	1,666	697	92	10,585	9,412
Rimouski	454	735	723	95	80	.....	2,165	2,138
Riviere du Loup	109	42	827	61	23	3	2,169	2,242
Rouyn	185	275	646	243	133	35	1,127	1,382
Ste. Agathe	84	19	320	80	63	8	622	694
Ste. Anne de Bellevue	138	22	344	146	116	.....	604	407
Ste. Therese	93	54	286	117	67	.....	1,011	706
St. George de Beauce	363	405	702	214	128	.....	1,304	1,258
St. Hyacinthe	251	135	367	303	229	6	1,054	995
St. Jean	402	260	825	377	257	.....	854	668
St. Jerome	206	59	538	183	132	13	951	894
St. Joseph d'Alma	261	37	1,114	279	305	1	1,451	1,412
Shawinigan Falls	242	334	1,185	269	204	.....	2,782	1,748
Sherbrooke	811	232	1,434	801	477	100	2,574	1,959
Sorel	720	579	248	271	219	.....	1,227	865
Thetford Mines	146	90	429	175	94	.....	1,012	900
Three Rivers	862	601	1,357	550	277	20	4,709	4,210
Val d'Or	403	278	454	265	216	9	479	577
Valleyfield	176	25	443	172	141	6	1,299	1,446
Victoriaville	173	69	398	134	115	1	993	957

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MARCH 2, TO MARCH 29, 1951; UNPLACED APPLICANTS AS AT APRIL 26, 1951

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at April 26, 1951
					Regular	Casual		
Ontario	**35,912**	**21,273**	**44,633**	**31,507**	**18,891**	**3,265**	**60,758**	**51,606**
Arnprior	146	83	122	105	92	4	201	127
Barrie	407	126	402	400	286	16	308	196
Belleville	161	62	356	171	90	20	784	672
Bracebridge	66	18	308	70	50	2	602	411
Brampton	184	103	164	139	98	2	167	102
Brantford	542	143	719	532	358	26	1,144	1,153
Brockville	127	25	149	135	84	30	292	183
Carleton Place	28	2	49	30	27	.....	178	179
Chatham	337	83	523	341	206	34	946	793
Cobourg	163	19	202	216	144	15	253	212
Collingwood	131	7	92	127	118	5	624	581
Cornwall	278	43	672	251	191	31	1,620	1,147
Fort Erie	34	17	97	32	23	.....	200	115
Fort Frances	72	35	178	75	59	5	209	278
Fort William	567	499	780	420	298	70	1,481	1,182
Galt	300	269	251	220	159	10	280	182
Gananoque	46	11	75	56	36	10	144	95
Goderich	92	92	70	68	49	.....	263	164
Guelph	365	169	419	320	176	65	368	292
Hamilton	2,189	1,013	3,074	2,524	1,124	318	4,347	3,346
Hawkesbury	160	132	342	154	136	1	751	519
Ingersoll	98	57	193	70	38	21	265	235
Kapuskasing	516	685	184	122	117	5	171	142
Kenora	249	220	106	42	25	.....	345	380
Kingston	529	163	705	583	392	18	917	737
Kirkland Lake	203	75	333	245	128	27	463	497
Kitchener-Waterloo	532	202	702	651	394	36	587	581
Leamington	132	52	220	192	85	8	339	294
Lindsay	46	16	122	66	32	2	402	243
Listowel	40	46	62	34	19	.....	249	221
London	1,488	731	1,961	1,421	793	245	1,664	1,321
Midland	198	24	253	214	184	.....	847	425
Napanee	36	12	72	36	30	.....	247	111
New Toronto	673	162	749	691	475	24	704	546
Niagara Falls	491	100	680	488	308	24	759	682
North Bay	332	71	764	400	196	88	848	640
Orillia	168	33	191	180	134	20	533	394
Oshawa	1,098	271	1,650	1,179	854	32	1,405	1,345
Ottawa	1,644	670	1,714	1,575	831	271	3,017	2,526
Owen Sound	160	82	283	220	114	16	857	607
Parry Sound	28	4	162	31	13	11	256	162
Pembroke	252	71	509	255	153	19	882	641
Perth	46	30	75	38	31	2	326	387
Peterborough	176	64	567	216	138	1	1,472	1,141
Picton	25	19	65	29	11	2	379	174
Port Arthur	1,884	2,232	1,517	665	613	7	1,842	1,446
Port Colborne	67	20	181	61	45	.....	341	348
Prescott	77	17	91	88	78	.....	351	218
Renfrew	186	12	197	188	175	3	235	143
St. Catharines	679	218	836	622	417	49	1,298	1,159
St. Thomas	153	92	265	183	91	14	361	395
Sarnia	587	227	532	610	376	28	470	286
Sault Ste. Marie	590	712	400	362	373	28	602	493
Simcoe	112	63	349	107	48	3	622	583
Sioux Lookout	61	22	95	74	47	.....	94	113
Smiths' Falls	58	18	137	56	21	23	332	227
Stratford	139	74	183	149	69	29	334	262
Sturgeon Falls	55	8	429	59	47	6	688	534
Sudbury	954	915	1,115	755	320	98	1,428	924
Timmins	465	115	818	568	394	69	946	936
Toronto	11,871	8,700	12,109	9,097	5,074	1,100	12,076	11,752
Trenton	134	27	318	190	112	4	441	264
Walkerton	69	69	108	63	44	.....	336	167
Wallaceburg	52	4	176	55	49	.....	387	377
Welland	289	110	352	331	162	15	797	732
Weston	405	402	461	338	225	.....	397	343
Windsor	1,345	319	2,422	1,410	735	245	3,098	3,404
Woodstock	125	86	176	112	77	8	186	139
Manitoba	**4,181**	**2,063**	**7,474**	**3,894**	**1,647**	**1,088**	**17,099**	**13,663**
Brandon	267	185	518	230	140	33	1,313	974
Dauphin	56	11	149	39	27	4	586	500
Flin Flon	58	23	117	66	32	8	126	165
Portage la Prairie	237	192	234	78	44	2	794	635
The Pas	60	49	38	21	28	.....	88	75
Winnipeg	3,503	1,603	6,418	3,460	1,376	1,041	14,192	11,314

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MARCH 2, TO MARCH 29, 1951; UNPLACED APPLICANTS AS AT APRIL 26, 1951—Concluded

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	**Unplaced as at April 26, 1951**
					Regular	Casual		
Saskatchewan	**2,780**	**1,347**	**4,580**	**2,859**	**1,095**	**786**	**12,840**	**9,528**
Estevan	52	29	110	64	34	1	285	234
Moose Jaw	366	200	591	341	127	97	1,317	997
North Battleford	101	55	166	95	57	14	867	714
Prince Albert	159	87	417	176	97	26	1,629	1,481
Regina	954	365	1,327	1,051	398	223	2,976	1,876
Saskatoon	891	397	1,489	929	285	360	3,201	2,557
Swift Current	53	68	95	46	18	20	848	415
Weyburn	83	69	105	48	13	27	298	201
Yorkton	121	77	280	109	66	18	1,419	1,053
Alberta	**5,199**	**2,753**	**8,267**	**5,697**	**2,836**	**784**	**15,599**	**12,215**
Blairmore	72	45	90	53	65	.....	177	146
Calgary	2,066	733	3,130	2,424	1,142	380	5,167	4,149
Drumheller	49	2	121	53	50	.....	330	270
Edmonton	2,249	1,544	3,914	2,606	1,154	355	6,684	5,557
Edson	185	132	98	91	125	.....	93	93
Lethbridge	381	195	440	291	207	21	1,835	1,092
Medicine Hat	107	26	276	120	73	22	636	416
Red Deer	90	76	198	59	20	6	677	492
British Columbia	**7,992**	**3,027**	**20,275**	**8,485**	**4,299**	**1,090**	**42,569**	**30,747**
Chilliwack	175	32	514	227	137	28	1,899	834
Courtenay	216	139	385	118	103	10	832	216
Cranbrook	27	7	177	29	17	5	695	599
Dawson Creek	131	12	166	124	118	1	242	167
Duncan	110	48	488	123	61	3	658	215
Kamloops	139	38	236	97	111	.....	529	371
Kelowna	59	6	332	66	48	3	1,347	1,087
Nanaimo	135	26	1,251	187	109	8	1,436	583
Nelson	94	28	321	109	65	9	947	560
New Westminster	719	114	2,508	792	402	247	5,393	4,084
Penticton	65	6	228	78	60	.....	1,504	915
Port Alberni	149	24	394	193	132	12	353	157
Prince George	715	137	907	769	579	58	367	660
Prince Rupert	325	150	360	223	184	5	441	386
Princeton	14	2	39	13	11	.....	147	57
Trail	96	14	250	109	78	7	909	705
Vancouver	3,951	1,656	9,898	4,367	1,544	592	20,787	16,425
Vernon	35	4	353	33	32	.....	1,363	593
Victoria	651	301	1,392	732	395	102	2,517	1,999
Whitehorse	186	283	76	96	113	.....	203	134
Canada	**82,012**	**45,370**	**146,341**	**76,980**	**44,019**	**9,028**	**291,329**	**245,683**
Males	54,922	29,979	108,497	49,954	30,886	5,250	229,741	187,647
Females	27,090	15,391	37,844	27,026	13,133	3,778	61,588	58,036

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1941-1951

(Source: Form U.I.C. 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941	568,695	262,767	831,462	331,997	175,766	507,763
1942	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951. (13 weeks)	400,083	143,798	543,881	113,409	56,497	169,906

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants[1]
1950—February	2,659,000	2,361,800	297,200
March	2,644,000	2,357,800	286,200
April	2,715,000	2,449,600	265,400
May	2,659,000	2,449,100	209,900
June	2,690,000	2,543,500	146,500
July	2,733,000	2,623,600	109,400
August	2,735,000	2,642,500	92,500
September	2,763,000	2,664,100	98,900
October	2,811,000	2,731,700	79,300
November	2,838,000	2,747,700	90,300
December	2,910,000	2,785,200	124,800
1951—January	2,911,000	2,720,900	190,100/2
February	2,917,000	2,669,400	247,600/2

[1] Ordinary claimants signing live Unemployment register on last working day of the preceding month.
[2] Includes supplementary benefit claimants.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER (REGULAR AND SUPPLEMENTARY BENEFIT), BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MARCH 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland	6,109	1,207	339	853	2,448	923	339
Male	5,969	1,178	326	831	2,410	898	326
Female	140	29	13	22	38	25	13
(Male)	2,844)	(617)	(93)	(196)	(633)	(587)	(718)
(Female)	(169)	(26)	(11)	(13)	(41)	(33)	(45)
Prince Edward Island	2,349	193	155	304	480	583	634
Male	2,009	152	131	273	412	510	531
Female	340	41	24	31	68	73	103
Nova Scotia	14,857	2,617	1,200	1,965	3,172	2,690	3,213
Male	12,678	2,207	1,013	1,705	2,735	2,318	2,700
Female	2,179	410	187	260	437	372	513
New Brunswick	12,242	2,318	1,265	1,681	2,241	1,875	2,862
Male	10,304	2,103	1,129	1,453	1,912	1,530	2,177
Female	1,938	215	136	228	329	345	685
Quebec	81,934	14,203	7,992	12,555	16,450	13,261	17,473
Male	68,363	12,068	6,740	10,752	14,056	10,997	13,750
Female	13,571	2,135	1,252	1,803	2,394	2,264	3,723
Ontario	46,348	8,886	3,681	5,535	8,634	7,700	11,912
Male	34,400	6,757	2,724	4,176	6,369	5,799	8,575
Female	11,948	2,129	957	1,359	2,265	1,901	3,337
Manitoba	14,919	1,842	917	1,578	2,751	3,012	4,819
Male	11,304	1,331	690	1,107	2,039	2,321	3,816
Female	3,615	511	227	471	712	691	1,003
Saskatchewan	10,245	1,011	515	1,013	2,138	2,262	3,306
Male	8,451	840	417	826	1,724	1,842	2,802
Female	1,794	171	98	187	414	420	504
Alberta	14,381	3,193	1,017	2,357	2,889	2,269	2,656
Male	12,314	2,947	864	2,117	2,393	1,864	2,129
Female	2,067	246	153	240	496	405	527
British Columbia	33,011	4,705	2,691	4,160	6,560	6,213	8,682
Male	26,266	3,780	2,322	3,294	5,109	4,776	6,985
Female	6,745	925	369	866	1,451	1,437	1,697
TOTAL	236,395	40,175	19,772	32,001	47,763	40,788	55,896
MALE	192,058	33,363	16,356	26,534	39,159	32,855	43,791
FEMALE	44,337	6,812	3,416	5,467	8,604	7,933	12,105

N.B.—Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the total[3]

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MARCH, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January	.....	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	.....
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	.....
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	.....
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	391,742

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MARCH, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total [1]	Initial	Renewal	Total Disposed of [2]	Entitled to Benefit	Not Entit'ed to Benefit	Pending
Newfoundland[3]	4,344	4,214	130	4,795	1,509	3,286	1,150
	(1,588)	(1,542)	(46)	(1,914)	(533)	(1,381)	(668)
Prince Edward Island	833	672	161	880	462	418	156
Nova Scotia	6,394	4,917	1,477	6,394	4,072	2,322	1,410
New Brunswick	5,825	4,595	1,230	5,497	2,985	2,512	1,585
Quebec	39,340	30,356	8,984	39,617	23,154	16,463	10,685
Ontario	22,356	15,961	6,395	22,945	14,789	8,156	4,709
Manitoba	5,450	4,057	1,393	5,566	3,278	2,288	1,109
Saskatchewan	3,355	2,698	657	3,633	1,937	1,696	608
Alberta	5,876	4,632	1,244	5,596	3,653	1,943	2,087
British Columbia	15,991	9,828	6,163	16,896	12,162	4,734	2,641
Total Canada, March, 1951	109,764	81,930	27,834	111,819	68,001	43,818	26,140
Total Canada, February, 1951	109,709	85,472	24,237	120,000	77,080	42,920	28,195
Total Canada, March, 1950	119,533	86,404	33,129	119,533	90,764	28,769	28,278

[1] In addition, revised claims received numbered 15,755. [2] In addition, 16,066 revised claims were disposed of Of these, 1,085 were special requests not granted, and 1,242 were appeals by claimants. There were 2,240 revised claims pending at the end of the month. [3] Figures in parentheses are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of March 1951 [1]	Month of March 1950 [2]	Cumulative Total for Current Fiscal Year
Claims Disallowed			
Regular	34,906	20,668	183,849
Supplementary Benefit	6,862	4,669	30,221
Claimants Disqualified			
Not unemployed	3,215	2,913	32,672
Not capable of and not available for work	1,716	954	15,252
Loss of work due to a labour dispute	303	98	3,621
Refused offer of work and neglected opportunity to work	1,844	1,025	16,666
Discharged for misconduct	722	908	8,215
Voluntarily left employment without just cause	5,817	4,035	52,435
Other reasons [3]	2,174	1,269	24,527
Total	57,559	36,539	367,458

[1] Includes 4,806 revised claims, disqualified.
[2] 1950 data relate to regular claimants only.
[3] These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month [1]	Month of March, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				$
Newfoundland [2]	2,343	2,255	99,269	253,888
	(1,617)	(830)	(57,019)	(141,216)
Prince Edward Island	1,731	621	42,307	99,903
Nova Scotia	10,995	4,147	229,462	561,768
New Brunswick	6,025	2,764	150,953	370,688
Quebec	45,110	22,449	1,417,557	3,513,913
Ontario	30,977	14,128	878,421	2,165,682
Manitoba	10,462	3,881	269,145	657,261
Saskatchewan	7,174	2,311	199,962	500,413
Alberta	10,623	4,046	254,187	654,367
British Columbia	21,722	11,843	651,312	1,689,264
Total, Canada, March, 1951	147,162	68,445	4,192,575	10,467,147
Total, Canada, February, 1951	158,045	79,421	3,853,024	9,589,561
Total, Canada, March, 1950	219,711	91,646	6,466,268	15,747,725

[1] Week containing last day of March.
N.B.— [2] Figures in parentheses are for unemployment assistance in Newfoundland. They are not included in the totals.

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TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1951

(SOURCE: Unemployment Insurance Commission)

Fiscal Year Ended March 31	Receipts						Disbursements			Balance in Fund
	Contributions (Gross less refunds)		Government Refund Re. Supp. Ben. Classes 3 and 4	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
	$	$	$	$	$	$	$	$	$	$
1942	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92		27,752 92	43,964,246 68
1943	57,434,651 43	11,487,057 90		638 11	1,840,448 56	70,762,796 00	716,012 75		716,012 75	114,011,029 93
1944	61,720,785 00	12,344,421 74		1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		1,721,666 29	190,327,941 19
1945	63,728,855 44	12,746,179 30		2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		4,966,483 51	268,034,459 86
1946	62,566,589 66	12,513,778 66		2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		31,993,240 34	317,240,660 34
1947	76,015,030 91	15,203,457 58		3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		43,114,329 18	372,878,625 64
1948	83,870,834 47	16,366,400 70		5,322 6.	9,560,776 12	109,803,333 89	34,947,020 32		34,947,020 32	447,734,939 21
1949	98,581,559 98	20,924,013 71		8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		49,826,752 16	529,535,437 38
1950	104,432,415 94	20,094,332 20		17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52
April	9,012,614 79	1,799,207 99		1,675 00	1,207,873 23	12,021,371 01	11,852,510 62	2,487,558 22	14,340,068 84	580,328,274 69
May	8,250,223 46	1,650,025 60	13,425 50	2,967 00	1,207,873 23	11,124,514 79	9,583,280 19	909,879 87	10,493,160 06	580,959,629 42
June	8,612,676 59	1,722,248 56		3,401 00	1,207,018 15	11,545,344 30	6,374,712 79	281,441 50	6,656,154 29	585,848,819 43
July	9,122,651 74	1,825,008 73		4,927 35	1,221,426 54	12,174,014 36	4,723,264 87	34,504 55	4,757,769 42	593,265,064 37
Aug	11,110,254 79	2,220,928 27		2,902 00	1,238,366 13	14,572,451 19	4,409,087 61	10,561 55	4,419,649 16	603,417,866 40
Sept	11,370,169 43	2,273,375 13		2,809 00	1,255,583 43	14,901,936 99	3,839,814 46	9,330 58	3,849,145 04	614,470,658 35
Oct	11,313,655 22	2,262,702 39		4,425 70	1,274,696 26	14,855,479 57	3,566,376 99	1,288 75	3,567,665 74	625,758,472 18
Nov	11,444,060 13	2,288,200 58		2,776 00	1,323,276 58	15,058,313 29	4,179,172 57	524 25	4,179,696 82	636,637,088 65
Dec	12,580,488 28	2,516,416 01		2,880 00	1,350,478 17	16,450,262 46	5,304,152 98	193 50	5,304,346 48	647,783,004 63
Jan	12,271,583 10	2,455,143 20		1,269 35	1,366,289 00	16,094,284 65	9,363,792 54	462,031 16	9,825,823 70	654,051,465 58
Feb	12,216,792 37	2,442,863 04		2,820 48	1,373,576 54	16,036,052 43	9,583,905 51	1,093,416 28	10,677,321 79	659,410,196 22
Mar	*11,439,078 94	2,288,589 71	1,778,058 45	1,803 62	1,604,389 80	17,111,920 52	10,302,030 62	1,639,709 33	11,941,739 95	664,580,376 79
Sub-Total	128,744,248 84	25,744,709 21	1,791,483 95	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
Total	773,530,580 72	154,711,472 81	1,791,483 95	76,196 49	77,620,643 71	1,007,730,377 68	335,401,495 46	7,748,505 43	343,150,000 89	664,580,376 79

* Stamps $5.289,979.12. Meter $1,390,256.91. Bulk $4,205,914.35. Arm. Serv. $533,132.80. Sp. Force $19,795.76 Total $11,439,078.94.

TABLE E-8.—CLAIMS FOR SUPPLEMENTARY BENEFIT, MARCH 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Initial Claims Only			Persons Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
	Claims Considered	Entitled to Benefit	Not Entitled to Benefit			
Newfoundland	3,057	1,496	1,469	1,196	28,974	59,639
Prince Edward Island	394	373	46	348	10,149	16,469
Nova Scotia	2,046	1,586	416	1,719	61,158	111,437
New Brunswick	2,268	1,679	477	1,277	38,754	67,371
Quebec	13,749	9,796	3,014	9,441	309,650	584,568
Ontario	5,550	4,035	1,447	3,908	163,979	312,346
Manitoba	1,814	1,406	416	1,506	55,535	104,519
Saskatchewan	1,476	1,311	262	1,359	42,331	79,850
Alberta	1,498	1,163	462	1,167	40,176	79,773
British Columbia	3,830	3,104	805	3,245	127,466	255,285
Total March, 1951	35,682	25,949	8,814	25,166*	878,172	1,671,257
Total March, 1950	91,859	60,278	5,138	34,607	474,248	895,258

* Includes 839 renewal claims.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

(Calculated by the Dominion Bureau of Statistics)

—	Percentage Increase since August 1, 1939	On base of average prices in 1935–39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1914		79·7	92·2	72·1	75·1	88·3	69·6		
1929		121·7	134·7	119·7	112·6	134·8	105·0		
1933		94·4	84·9	98·6	102·5	93·3	98·2		
1939		101·5	100·6	103·8	101·2	100·7	101·4	101·4	101·0
1945	*18·6*	119·5	133·0	112·1	107·0	122·1	119·0	109·4	126·2
1946	*22·6*	123·6	140·4	112·7	107·4	126·3	124·5	112·6	132·1
1947	*34·4*	135·5	159·5	116·7	115·9	143·9	141·6	117·0	148·8
1948	*53·8*	155·0	195·5	120·7	124·8	174·4	162·6	123·4	177·4
1949	*59·8*	160·8	203·0	123·0	131·1	183·1	167·6	128·8	184·8
1949									
January	*58·3*	159·6	202·2	121·7	130·0	181·9	167·0	126·6	183·5
February	*58·2*	159·5	200·4	121·7	130·8	181·8	167·8	128·1	183·3
March	*57·9*	159·2	199·1	121·7	131·0	182·7	167·9	128·1	182·5
April	*58·0*	159·3	198·5	122·4	131·0	182·3	168·0	128·4	182·6
May	*58·2*	159·5	199·5	122·4	129·1	183·3	168·1	128·4	183·0
June	*59·2*	160·5	202·9	122·4	128·7	183·3	167·7	128·4	184·6
July	*60·8*	162·1	207·2	123·4	129·1	183·3	167·5	128·5	186·3
August	*61·5*	162·8	209·2	123·4	129·5	183·2	167·4	128·9	187·9
September	*61·0*	162·3	207·0	123·9	130·1	183·5	167·4	128·9	186·9
October	*60·9*	162·2	205·0	123·9	134·1	184·1	167·2	130·2	186·5
November	*60·4*	161·7	203·3	123·9	135·1	183·7	167·4	130·2	185·7
December	*60·2*	161·5	201·9	125·0	135·2	183·7	167·1	130·5	185·0
1950									
January	*59·7*	161·0	199·4	125·0	135·6	183·3	167·0	131·6	183·8
February	*60·3*	161·6	201·3	125·0	135·9	183·0	166·4	132·1	184·7
March	*62·4*	163·7	204·0	132·7	136·3	181·4	166·3	132·1	185·8
April	*62·7*	164·0	204·5	132·7	138·0	181·2	166·4	132·3	186·2
May	*62·7*	164·0	204·6	132·7	137·5	180·8	166·4	132·3	186·1
June	*64·1*	165·4	209·0	132·7	137·1	180·7	166·9	132·4	188·3
July	*66·2*	167·5	214·3	134·9	137·7	180·7	166·9	132·5	191·0
August	*67·2*	168·5	216·7	134·9	138·4	180·9	168·9	132·5	192·4
September	*68·5*	169·8	218·8	135·5	140·8	182·3	171·1	132·8	194·3
October	*69·3*	170·7	220·1	135·5	141·0	183·5	172·7	133·3	195·5
November	*69·3*	170·7	218·6	136·4	140·6	184·5	174·8	133·4	195·1
December	*69·7*	171·1	218·8	136·4	140·7	184·9	176·4	134·1	195·6
1951									
January	*71·1*	172·5	220·2	136·4	141·5	187·1	179·8	135·8	197·3
February	*73·8*	175·2	224·4	136·4	141·7	192·4	185·1	137·0	201·4
March	*78·3*	179·7	233·9	137·6	146·5	196·3	188·6	137·8	207·9
April	*80·4*	181·8	238·4	137·6	146·7	198·8	190·7	138·8	211·2
May	*80·6*	182·0	235·4	137·6	146·2	201·5	194·9	140·7	211·3

For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935–39=100.

† Commodities in the cost-of-living index excluding rents and services.

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TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed) per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—										
1—St. Johns	109·4	.....	[b] 81·0	[a] 70·7	.....	.....	.....	76·4	71·7	[e] 78·6
P.E.I.—										
2—Charlottetown	105·0	84·0	[a] 80·0	[a] 66·7	[a] 60·0	.....	.....	66·0	56·5	.....
Nova Scotia—										
3—Halifax	98·9	92·4	86·7	[a] 70·1	69·8	.....	81·0	67·7	[c] 58·7	83·6
4—Sydney	103·3	95·7	[a] 80·0	[a] 67·8	68·7	.....	.....	68·8	62·0	89·0
New Brunswick—										
5—Moncton	96·6	90·1	[a] 85·5	[a] 67·2	64·7	.....	.....	68·6	60·3	78·7
6—Saint John	99·5	91·9	[a] 83·4	[a] 69·4	68·3	.....	84·3	68·7	58·0	81·9
Quebec—										
7—Chicoutimi	126·4	111·70	.....	76·3	65·7	.....	.....	65·5	59·2	86·5
8—Montreal	107·0	99·9	93·2	[a] 70·0	66·9	72·9	87·2	61·7	54·4	72·1
9—Quebec	108·7	102·8	88·8	[a] 68·8	64·4	75·7	87·1	58·7	52·0	75·7
10—Sherbrooke	97·9	97·1	84·2	69·4	67·1	76·6	.....	65·7	57·0	79·6
11—Sorel	105·7	99·3	93·0	[a] 68·8	60·1	.....	90·0	60·5	52·4	73·8
12—Three Rivers	118·8	103·1	84·0	[a] 68·0	58·6	.....	.....	62·9	55·6	75·5
Ontario—										
13—Cornwall	91·2	90·5	88·5	70·8	71·4	.....	.....	66·6	57·8	78·2
14—Fort William	94·0	89·0	92·0	[a] 71·5	[a] 72·6	.....	.....	65·3	[d] 56·6	81·6
15—Hamilton	98·8	95·4	93·0	[a] 76·2	71·4	78·4	93·1	69·1	55·8	78·0
16—London	96·1	94·6	90·3	[a] 75·0	72·1	.....	97·8	67·7	54·8	81·2
17—North Bay	96·5	95·3	89·8	[a] 74·9	71·8	.....	92·3	68·2	56·6	80·0
18—Ottawa	96·7	94·2	91·6	75·8	69·8	.....	87·0	67·3	55·9	76·1
19—Sault Ste. Marie	98·4	96·6	86·4	72·4	75·1	.....	91·3	70·3	59·1	80·6
20—Sudbury	90·4	90·0	83·4	70·7	69·2	.....	82·3	65·2	[d] 57·8	77·4
21—Timmins	101·5	99·8	92·8	75·9	71·9	.....	103·3	68·9	60·2	81·1
22—Toronto	96·5	92·2	94·8	76·9	71·6	77·0	91·5	66·9	53·8	76·6
23—Windsor	95·0	91·7	89·3	[a] 72·9	72·5	.....	89·7	66·5	53·5	76·7
Manitoba—										
24—Brandon	92·2	86·6	91·0	66·7	67·2	.....	.....	64·5	59·0	82·4
25—Winnipeg	94·8	90·2	94·7	72·7	71·3	.....	85·4	62·0	[d] 60·2	82·3
Saskatchewan—										
26—Moose Jaw	93·5	87·6	88·6	72·3	71·1	[a] 72·5	87·5	69·6	60·1	82·5
27—Regina	91·0	86·4	86·3	[a] 69·1	70·6	80·0	83·8	68·2	59·1	88·1
28—Saskatoon	90·8	87·0	85·7	[a] 68·6	69·0	.....	89·7	63·9	[d] 58·6	85·1
Alberta—										
29—Calgary	96·5	91·5	96·0	78·0	72·1	.....	91·0	68·2	[d] 64·7	87·1
30—Drumheller	95·0	92·0	89·5	[a] 70·8	66·5	.....	.....	73·6	61·7	87·4
31—Edmonton	92·4	88·0	90·0	[a] 66·5	68·3	[a] 79·4	87·3	63·9	55·5	88·5
British Columbia—										
32—Prince Rupert	110·0	101·7	99·0	73·3	71·3	.....	95·0	71·7	70·3	92·2
33—Trail	105·0	97·5	95·5	[a] 75·3	74·3	.....	97·0	75·7	69·3	98·1
34—Vancouver	108·9	96·8	104·4	83·1	77·6	84·0	90·8	74·9	[d] 63·3	91·7
35—Victoria	110·9	99·6	101·9	77·0	82·4	82·6	98·9	75·8	64·0	91·3

Locality	Lard, pure per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—										
1—St. Johns	.....	41·2	[f] 81·2	[h] 29·0	.....	32·8	10·7	8·7	15·2	19·7
P.E.I.—										
2—Charlottetown	29·9	40·4	[g] 59·5	16·0	79·4	34·0	10·7	8·3	12·2	18·0
Nova Scotia—										
3—Halifax	33·7	40·0	[g] 66·2	19·0	81·7	33·3	12·0	7·8	14·2	17·4
4—Sydney	32·4	37·7	[g] 70·9	20·0	87·3	34·5	12·8	8·1	13·3	17·6
New Brunswick—										
5—Moncton	33·2	40·0	66·7	19·0	76·8	32·8	11·3	8·0	14·4	17·9
6—Saint John	33·0	39·9	[g] 68·8	20·0	77·6	33·6	12·7	7·9	13·5	17·4
Quebec—										
7—Chicoutimi	34·2	42·0	71·0	19·0	82·1	34·6	12·8	8·2	14·6	18·8
8—Montreal	31·2	38·5	66·9	18·5	74·7	32·0	11·3	7·2	13·2	16·1
9—Quebec	31·7	38·6	66·9	19·0	74·3	33·1	11·0	7·2	13·4	16·9
10—Sherbrooke	33·6	38·6	68·3	19·0	76·7	32·1	11·6	7·7	13·4	16·7
11—Sorel	30·9	38·7	64·5	17·0	74·7	31·2	11·3	7·6	13·0	16·4
12—Three Rivers	30·8	38·6	65·9	18·0	74·5	31·9	10·0	7·2	13·5	16·0
Ontario—										
13—Cornwall	32·0	39·1	[g] 64·3	19·0	79·2	32·1	10·0	7·3	13·5	16·9
14—Fort William	32·2	38·4	66·2	20·0	78·5	33·0	11·3	7·3	13·1	17·1
15—Hamilton	31·6	38·3	[g] 64·0	20·0	80·5	31·4	11·3	7·5	13·3	16·1
16—London	32·0	39·3	[g] 61·7	19·0	77·0	31·6	11·3	7·4	13·1	16·1
17—North Bay	32·3	38·9	66·6	19·0	78·3	32·2	11·3	7·8	13·9	16·6
18—Ottawa	33·3	39·3	66·3	19·0	79·3	32·2	11·3	7·5	13·1	15·9
19—Sault Ste. Marie	32·3	38·7	68·2	21·0	80·6	32·1	12·0	7·6	13·5	17·1
20—Sudbury	32·3	38·9	67·2	21·0	79·8	31·9	11·3	8·0	14·1	16·7
21—Timmins	33·5	39·5	66·4	21·0	78·2	32·3	12·0	7·8	12·9	16·7
22—Toronto	32·2	38·8	[g] 65·3	20·5	78·4	31·2	11·3	7·4	12·9	16·1
23—Windsor	31·7	38·8	[g] 63·4	21·0	81·8	32·1	11·3	7·5	13·5	16·1
Manitoba—										
24—Brandon	32·4	39·2	63·3	17·0	75·7	33·2	11·6	7·5	13·3	17·0
25—Winnipeg	31·5	38·8	61·5	19·0	74·0	32·8	13·0	7·1	12·9	16·5
Saskatchewan—										
26—Moose Jaw	30·6	39·4	58·5	20·0	72·9	31·3	12·0	7·2	13·0	16·5
27—Regina	31·9	40·0	57·0	18·0	73·3	33·1	12·0	7·3	13·0	17·2
28—Saskatoon	30·6	39·4	56·6	18·0	73·0	32·1	11·2	7·1	12·7	16·1
Alberta—										
29—Calgary	31·3	39·2	59·7	19·0	73·7	31·7	12·0	7·2	12·7	16·4
30—Drumheller	32·9	41·6	58·4	20·0	73·0	32·7	12·0	7·7	13·3	16·7
31—Edmonton	32·1	40·8	[g] 57·8	18·0	73·0	32·7	11·2	7·2	12·8	16·6
British Columbia—										
32—Prince Rupert	36·4	43·7	70·0	27·0	82·2	34·3	14·0	8·1	13·6	17·3
33—Trail	34·5	42·3	68·2	22·0	81·7	33·3	14·0	7·5	12·8	16·9
34—Vancouver	34·1	38·4	[g] 64·6	19·0	81·5	32·0	13·9	7·2	12·7	15·7
35—Victoria	34·6	40·6	68·1	21·0	79·6	32·8	13·9	7·6	12·9	16·4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California 288's per dozen	Lemons, 300's per ½ dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—											
1—St. Johns	24·9	19·1	23·3	13·4	8·1	40·2	27·4	31·6	49·5	.....	61·6
P.E.I.—											
2—Charlottetown	23·4	20·5	21·9	14·1	7·3	17·2	k 29·0	k 21·9	46·2	36·9	53·5
Nova Scotia—											
3—Halifax	23·6	19·9	20·2	15·0	5·6	26·7	28·5	21·2	44·7	27·9	54·9
4—Sydney	23·1	20·0	20·8	13·6	5·5	28·5	i 31·1	k 21·6	47·7	33·5	53·7
New Brunswick—											
5—Moncton	23·2	20·0	18·0	14·6	5·7	22·3	29·7	k 23·7	48·9	29·0	52·4
6—Saint John	23·3	19·1	19·3	15·0	5·7	21·3	28·3	k 23·0	46·2	28·3	54·2
Quebec—											
7—Chicoutimi	23·1	21·0	18·5	15·0	9·0	31·3	25·6	26·7	45·9	28·0	60·8
8—Montreal	20·5	18·7	17·9	14·6	6·7	25·3	k 28·0	k 21·8	43·8	25·4	53·0
9—Quebec	21·8	20·2	17·5	14·6	6·7	23·5	26·2	26·0	44·4	27·0	55·9
10—Sherbrooke	21·9	20·5	18·9	15·8	7·2	25·5	29·1	25·3	46·2	28·1	54·8
11—Sorel	19·9	18·4	16·9	13·6	8·5	26·0	25·6	22·0	43·5	25·7	51·4
12—Three Rivers	20·9	18·4	19·0	14·4	7·2	26·2	26·8	22·1	43·5	26·9	52·8
Ontario—											
13—Cornwall	21·9	19·6	17·5	13·0	7·0	28·7	.....	22·0	44·1	28·6	51·1
14—Fort William	23·7	20·0	18·7	16·9	6·5	37·0	k 27·6	26·0	45·0	29·9	54·0
15—Hamilton	22·4	18·5	17·7	16·0	5·3	29·9	k 30·4	n 20·3	44·7	28·3	49·3
16—London	21·1	19·9	19·3	14·1	5·3	31·6	k 28·1	19·8	42·9	27·0	48·1
17—North Bay	21·9	17·0	19·7	14·1	5·0	31·9	28·0	k 25·5	44·4	28·0	53·8
18—Ottawa	21·1	19·6	17·7	14·2	6·3	28·8	k 28·8	k 24·9	44·7	26·4	48·8
19—Sault Ste. Marie	22·8	19·8	19·4	13·6	6·2	34·4	i 32·4	23·1	45·0	30·9	50·3
20—Sudbury	21·7	19·5	18·4	13·7	6·0	30·3	27·8	k 23·7	44·1	27·1	51·2
21—Timmins	22·0	19·3	19·3	15·0	6·2	36·1	26·3	23·3	45·6	33·6	52·3
22—Toronto	20·6	18·2	17·7	16·1	4·7	31·8	k 27·6	19·6	42·3	25·7	47·0
23—Windsor	20·1	20·7	19·6	13·8	4·7	29·1	k 29·7	20·9	44·1	27·6	48·7
Manitoba—											
24—Brandon	24·0	20·7	20·7	15·3	8·4	29·7	27·1	28·5	50·7	27·4	t 69·1
25—Winnipeg	23·5	20·3	20·1	14·7	6·5	27·4	k 28·3	26·1	46·5	p 25·5	t 66·6
Saskatchewan—											
26—Moose Jaw	25·7	19·0	.....	15·3	7·6	32·5	k 28·3	23·5	49·5	31·2	t 69·3
27—Regina	25·9	20·4	22·1	15·8	7·6	30·5	k 27·1	25·5	48·0	29·5	t 73·3
28—Saskatoon	24·9	19·4	21·1	16·6	8·4	35·3	k 29·3	k 27·3	49·2	34·7	t 71·2
Alberta—											
29—Calgary	25·6	18·2	20·3	15·7	7·0	29·9	k 28·0	23·5	47·4	29·1	t 69·9
30—Drumheller	26·5	18·3	21·5	15·4	7·3	35·1	k 25·0	24·3	47·1	30·0	t 74·2
31—Edmonton	26·7	18·4	21·1	15·9	8·0	30·8	k 29·1	25·4	47·1	27·9	71·5
British Columbia—											
32—Prince Rupert	25·3	m 18·7	m 17·1	16·7	7·9	44·9	28·7	22·0	46·5	27·3	t 70·1
33—Trail	24·9	19·0	23·3	17·5	7·5	34·0	k 30·2	26·2	47·4	32·8	t 71·0
34—Vancouver	22·3	m 18·7	m 14·2	14·8	6·5	35·6	k 26·4	20·9	42·0	p 20·0	t 64·1
35—Victoria	23·0	17·3	16·2	16·2	7·4	37·3	25·9	20·1	40·5	p 22·6	t 69·0

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade, practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

FOODS AND COAL BY CITIES, APRIL, 1951

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ¼ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—						v	w		
1—St. Johns	47·6	49·2	38·3	12·0	....	114·0	59·4	.....	20·79
P.E.I.—						v			
2—Charlottetown	21·8	42·7	38·0	12·2	11·8	120·4	50·7	.....	15·75
Nova Scotia—									
3—Halifax	23·6	42·7	35·6	11·6	12·7	113·9	50·3	.....	17·50
4—Sydney	22·5	48·4	35·5	12·3	12·7	112·8	50·5	.....	12·35
New Brunswick—									
5—Moncton	24·2	40·6	36·1	12·3	12·9	110·5	49·9	.....	16·75
6—Saint John	23·4	43·7	36·1	11·8	12·3	110·8	50·7	.....	18·00
Quebec—						v			
7—Chicoutimi	.....	52·5	36·7	12·3	11·7	119·6	58·7	27·25	.....
8—Montreal	20·7	41·9	32·4	11·4	11·9	108·7	56·2	28·00	.....
9—Quebec	21·5	46·1	33·8	11·9	11·9	112·7	56·7	26·50	.....
10—Sherbrooke	22·7	41·2	33·5	11·7	12·3	111·6	57·2	27·50	.....
11—Sorel	21·3	41·8	32·9	11·2	11·2	109·3	54·7	25·50	.....
12—Three Rivers	22·7	43·3	33·7	11·6	11·7	109·8	55·8	26·50	.....
Ontario—									
13—Cornwall	22·2	38·4	31·9	11·9	11·9	113·3	55·4	27·75	.....
14—Fort William	22·4	39·1	35·3	12·8	13·2	104·1	53·3	25·25	.....
15—Hamilton	22·6	35·3	31·8	11·7	12·6	v 105·0	55·6	25·50	.....
16—London	21·9	38·1	32·1	11·9	12·4	104·9	55·4	26·50	.....
17—North Bay	22·4	39·7	33·7	12·6	13·4	v 116·8	54·7	28·50	.....
18—Ottawa	22·4	41·1	32·1	11·9	12·1	106·3	54·7	27·25	.....
19—Sault Ste. Marie	22·7	37·9	34·4	12·3	12·4	103·0	56·2	24·75	.....
20—Sudbury	22·7	37·7	34·0	12·4	12·6	100·9	55·3	27·25	.....
21—Timmins	23·0	42·3	34·0	12·8	13·5	106·1	54·4	29·50	.....
22—Toronto	21·4	38·5	31·4	11·4	12·3	103·8	54·5	25·25	.....
23—Windsor	21·3	37·0	31·6	11·8	12·4	101·7	54·4	26·00	.....
Manitoba—									
24—Brandon	24·8	44·6	36·1	13·9	14·7	106·1	53·3	.....	17·00
25—Winnipeg	23·8	43·0	34·2	14·0	15·1	98·5	52·3	.....	18·45
Saskatchewan—									
26—Moose Jaw	.....	42·2	35·6	13·1	13·9	99·1	51·5	.....	15·50
27—Regina	24·0	43·0	37·9	13·4	14·3	104·0	52·2	.....	16·50
28—Saskatoon	23·9	48·7	35·8	13·8	15·0	101·7	50·9	.....	15·65
Alberta—									
29—Calgary	24·6	40·0	36·4	12·9	14·0	101·4	52·7	.....	13·00
30—Drumheller	26·9	44·7	37·3	13·2	15·0	103·1	53·0	.....	.....
31—Edmonton	24·7	43·1	35·5	12·9	14·4	107·8	51·6	.....	8·20
British Columbia—									
32—Prince Rupert	24·7	41·3	36·3	12·7	14·2	104·7	54·2	.....	19·75
33—Trail	24·8	42·0	34·7	12·8	13·9	101·0	52·0	.....	17·25
34—Vancouver	22·0	36·1	31·6	11·0	12·6	95·7	51·7	.....	18·11
35—Victoria	22·7	38·1	32·0	11·8	13·1	100·9	52·4	.....	19·37

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk. 16·5c. per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 ounce tin. (n) Mixed-California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL 1951

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	April 1, 1950	March 1, 1951	April 2, 1951						
Halifax	155·6	167·1	169·2	228·3	119·5	142·8	211·7	172·8	128·0
St. John	159·8	174·8	176·9	227·1	122·9	138·4	219·8	181·3	139·2
Montreal	166·5	184·3	186·3	250·5	136·1	141·8	187·9	198·1	135·3
Toronto	160·4	176·4	178·3	228·3	143·0	172·1	198·9	186·5	138·0
Winnipeg	159·0	173·6	175·6	241·0	130·1	124·9	192·1	192·2	131·7
Saskatoon	164·8	177·8	178·9	242·8	128·6	145·9	203·7	192·7	128·5
Edmonton	160·4	172·8	174·7	243·8	122·6	114·6	205·4	182·0	133·5
Vancouver	165·7	179·2	182·6	244·6	127·4	145·7	208·9	183·6	142·0

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	April 1946	April 1947	April 1948	April 1949	March 1951	April 1951	Price April 1951
Beef, sirloin steak	lb.	120·7	155·2	173·8	192·5	247·7	346·8	355·0	99·8
Beef, round steak	lb.	125·7	168·4	190·3	211·4	277·6	386·6	393·7	94·1
Beef, rolled rib roast, prime	lb.	125·5	175·2	199·6	217·4	280·0	382·0	389·8	89·8
Beef, blade roast, blade removed	lb.	132·7	162·3	184·9	218·2	300·6	436·4	444·4	72·0
Beef, stewing, boneless	lb.	136·7	169·0	191·1	235·0	333·1	497·5	509·3	69·5
Veal, front roll, boneless	lb.	139·3	174·6	175·7	226·6	320·1	436·0	448·1	77·8
Lamb, leg roast	lb.	109·9	152·8	156·3	187·7	249·6	310·6	315·1	90·0
Pork, fresh loins, centre cut	lb.	125·3	148·5	173·3	197·2	230·3	257·6	253·5	67·2
Pork, fresh shoulder, hock off	lb.	127·0	149·0	178·0	214·2	259·3	306·9	306·9	58·3
Bacon, side, fancy, sliced, rind off	lb.	132·3	146·5	180·9	216·4	229·5	217·1	217·1	82·1
Lard, pure, package	lb.	151·3	164·0	241·2	243·0	211·4	283·7	289·9	32·3
Shortening, package	lb.	134·7	138·2	215·3	218·1	231·3	263·8	272·1	39·4
Eggs, grade "A" Large, carton	doz.	156·4	143·4	144·5	169·0	173·1	208·0	206·4	64·5
Milk	qt.	111·0	96·3	139·4	158·7	164·2	175·2	177·1	19·3
Butter, creamery, prints	lb.	140·5	158·2	164·8	263·7	229·7	252·8	285·5	77·7
Cheese, plain, mild, ½ lb.	pkg.	174·6	166·3	174·4	214·0	229·0	240·2	242·4	32·5
Bread, plain, white, wrapped	lb.	106·5	106·3	107·9	149·2	163·5	183·9	183·9	11·7
Flour, all purpose	lb.	127·3	124·2	124·2	187·9	209·1	224·2	224·2	7·5
Rolled Oats, package	lb.	112·0	114·0	118·7	150·4	155·2	197·7	200·7	13·3
Corn flakes, 8 oz.	pkg.	101·1	100·0	104·3	153·3	162·0	177·1	179·3	16·7
Tomatoes, canned, 2½'s	tin	129·9	137·7	170·8	249·1	206·6	206·5	213·0	22·9
Peas, 20 oz.	tin	117·5	121·7	132·5	151·7	147·5	152·4	154·0	19·7
Corn, Cream, Choice, 20 oz.	tin	128·3	132·7	147·8	194·7	185·0	176·6	176·6	19·5
Beans, dry	lb.	129·4	135·3	176·5	302·0	264·7	293·3	301·3	15·0
Onions, cooking	lb.	108·2	144·9	146·9	230·6	130·6	122·8	126·5	6·7
Potatoes, No. 1, Table	10 lbs.	89·9	158·2	131·7	189·0	147·3	132·0	132·0	29·7
Prunes, bulk or in bag	lb.	115·8	136·0	174·6	176·3	182·5	240·7	244·2	28·1
Raisins, seedless, bulk or in bag	lb.	104·0	123·8	171·5	145·7	127·2	151·3	156·0	23·5
Oranges, California	doz.	132·5	146·4	137·5	126·6	129·4	164·1	165·2	45·6
Lemons	½doz.	111·3	146·2	139·1	129·2	136·3	176·5	175·9	28·7
Jam, strawberry, 16 oz.	jar	111·3	118·7	142·5	158·9	148·6	164·3	165·5	29·1
Peaches, 15 oz.	tin	101·5	105·6	128·9	155·3	143·1	150·1	151·4	23·0
Marmalade, Orange, 16 oz.	jar	118·3	130·3	135·5	150·2	143·6	151·1	152·5	20·8
Corn Syrup, 2 lb.	tin	138·0	157·7	181·0	192·7	181·0	196·2	198·5	34·4
Sugar, granulated, bulk or in bag	lb.	132·3	132·3	140·0	149·2	150·8	191·7	191·7	12·3
Sugar, yellow, in branded package	lb.	131·3	134·9	142·9	154·0	155·6	199·6	201·2	13·0
Coffee, medium quality, in bag	lb.	141·6	131·7	146·4	180·5	188·5	306·9	309·5	106·8
Tea, black, ½ lb.	pkg.	145·2	131·6	149·3	174·1	176·2	183·7	184·4	53·6

* Descriptions and Units of Sale Apply to April 1951 Prices.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

SOURCE: Dominion Bureau of Statistics.

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 *(e)*	June-Aug. 1939	1938	1936-39 =1000	1st Quarter of 1949=1000
	(a)	*(b)*		*(b)*	*(l)*				*(c)*			*(d)*	
1913	79·1	70·7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1914	79·1	71·8	.....	*(g)* 100	.....	.....	.....	.....	100	.....	81·4	.....	.....
1915	80·7	72·5	.....	*(i)* 123	.....	.....	.....	.....	.....	.....	85·5	.....	.....
1916	87·0	77·9	.....	*(i)* 146	.....	.....	.....	.....	.....	.....	90·8	.....	.....
1917	102·4	91·6	.....	*(i)* 176	.....	.....	.....	.....	.....	.....	99·6	.....	.....
1918	115·6	107·5	.....	*(i)* 203	.....	.....	.....	.....	204	.....	106·4	.....	.....
1919	126·5	123·8	.....	*(i)* 215	.....	.....	.....	.....	222	.....	117·7	.....	.....
1920	145·4	143·0	.....	*(i)* 249	.....	.....	.....	.....	224	.....	145·8	.....	.....
1921	129·9	127·7	.....	*(i)* 226	.....	.....	.....	.....	200	.....	132·0	.....	.....
1922	120·4	119·7	.....	*(i)* 183	.....	.....	.....	.....	164	.....	110·1	.....	.....
1926	121·8	126·4	.....	*(i)* 172	185	.....	.....	.....	162	125	106·3	*(f)*	.....
1929	121·7	122·5	.....	*(i)* 164	176	.....	.....	.....	161	118	106·6	1150	.....
1933	94·4	92·4	.....	*(i)* 140	151	.....	.....	*(k)*	131	99	93·2	.....	.....
1939	101·5	99·4	100·0	*(i)* 158	178	108	.....	107·5	138	*(m)* 103	99·9	1029	748
1940	105·6	100·2	100·7	*(i)* 184	205	129	.....	122·5	151	113	103·4	1051	782
1941	111·7	105·2	104·4	*(i)* 199	226	150	.....	141·7	174	138	108·2	1111	810
1944	118·9	125·5	199·1	*(i)* 201	295	285	.....	158·2	207	279	128·8	1270	872
1945	119·5	128·4	213·5	*(i)* 203	295	393	.....	157·5	209	293	132·2	1270	884
1946	123·6	139·3	266·7	*(i)* 203	291	645	.....	160·3	208	287	134·1	1278	891
1947	135·5	159·2	300·3	*(i)* 203	.....	1030	4575	162·1	217	279	139·7	1309	919
1948	155·0	171·2	318·9	*(j)* 108	99	1632	4847	172·4	224	281	147·8	1392	992
1949	160·8	169·1	336·0	111	.....	1818	4915	175·9	222	278	153·2	1528	1009
1950	166·5	*(n)*171·9	356·2	114	101	1945	4849	177·7	*(e)*159·1	294	.....	1669	1066
1950—May	164·0	*(n)*169·3	354·2	114	102	1906	4760	176·4	158·2	290	159·2	.....	.....
June	165·4	*(n)*170·2	354·6	114	.....	1845	4823	176·7	158·4	290	161·0	1730	1052
July	167·5	*(n)*172.0	355·6	114	.....	1825	4824	177·1	158·4	292	159·8	.....	.....
August	168·5	*(n)*173·4	359·5	113	100	1925	4909	177·3	159·4	295	158·7	.....	.....
September	169·8	*(n)*174·6	362·1	114	.....	2007	5007	178·0	160·0	297	159·0	1773	1087
October	170·7	*(n)*175·6	364·0	115	.....	2043	4946	178·0	160·8	304	162·0	.....	.....
November	170·7	*(n)*176·4	366·2	116	102	2055	4997	179·2	160·9	307	162·5	.....	.....
December	171·1	*(n)*178·8	368·0	116	.....	2075	5009	185·1	160·8	306	.....	1853	1105
1951—January	172·5	*(n)*181.5	.....	117	.....	2103	5080	191·2	162·3	312	.....	.....	.....
February	175·2	*(n)*183.8	.....	.....	.....	2141	.....	.....	162·8	.....	.....	.....	.....
March	179·7	184·5	.....	.....	.....	2179	.....	.....	.....	.....	.....	.....	.....
April	181·8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First week of month. *(b)* Middle of month. *(c)* Last week of month. *(d)* Quarterly. *(e)* New series, August 1939=100, beginning January 1950. *(f)* Yearly averages are for period from July of preceding year to June of year specified. *(g)* July. *(h)* June. *(i)* Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. *(j)* New series on June, 1947 base. *(k)* Revised index. *(l)* Annual averages 1926-46 are on base July, 1914=100. *(m)* Average June-December. *(n)* Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935–1939=100)

SOURCE: Dominion Bureau of Statistics

—	1913	1918	1929	1933	1939	1945	1950	Mar. 1950	Feb. 1951	Mar. 1951
All Commodities	**83·4**	**166·0**	**124·6**	**87·4**	‡ **99·2**	‡ **132·1**	**211·2**	**201·5**	**238·5**	**241·8**
Classified According to Chief Component Material—										
I. Vegetable Products	79·8	175·6	125·7	81·4	89·1	131·6	202·0	194·5	219·0	220·6
II. Animals and Their Products	94·4	169·3	145·2	79·1	‡ 100·6	‡ 150·0	251·3	238·9	294·5	302·4
III. Fibres, Textiles and Textile Products	81·6	220·4	128·1	97·8	98·9	130·8	246·7	225·3	314·6	327·1
IV. Wood, Wood Products and Paper	88·7	123·7	130·3	87·2	107·5	154·9	258·3	247·8	286·5	289·0
V. Iron and Its Products	72·3	164·5	98·2	89·5	104·8	117·9	183·6	178·7	201·4	201·5
†VI. Non-Ferrous Metals and Their Products	133·9	193·0	134·9	87·5	100·0	107·6	159·5	145·7	175·5	174·4
VII. Non-Metallic Minerals and Their Products	66·7	96·6	109·0	99·1	99·7	116·4	164·8	164·9	168·3	169·3
VIII. Chemicals and Allied Products	79·8	149·5	120·2	102·4	100·3	124·0	157·7	150·4	183·1	184·8
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured)	85·1	154·4	126·1	79·3	‡ 94·9	‡ 136·2	212·8	200·6	237·1	238·8
II. All Manufactured (fully or chiefly)	86·2	169·8	123·7	93·3	101·9	129·8	211·0	202·4	240·0	244·1
*General Building Materials	76·2	125·9	112·6	89·1	102·0	144·8	249·9	233·3	287·4	291·5
Residential Building Materials	.....	.....	112·4	89·0	102·3	148·3	242·7	227·0	274·9	282·6
Canadian Farm Products Total	.....	.....	140·8	69·3	92·6	165·3	231·5	226·9	253·7	264·2
Field	.....	.....	137·2	69·3	83·7	160·4	181·7	187·8	177·9	181·2
Animal	.....	.....	144·4	69·2	101·5	170·2	281·4	266·0	329·6	347·2

† Gold is included from 1935 to date.
‡ Revised.
* Arithmetically converted from base 1926=100.
The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1950-1951†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Commencing During Month	In Existence	Commencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1951*						
January	17‡	17	6,253‡	6,253	16,763	0·02
February	14	18	4,324	4,508	18,878	0·02
March	22	27	4,455	4,754	15,135	0·02
April	15	19	2,450	2,647	9,673	0·01
Cumulative totals	68		17,482		60,449	0·02
1950						
January	9‡	9	2,381‡	2,381	38,588	0·04
February	11	16	3,053	3,861	24,871	0·03
March	14	22	4,620	5,600	25,041	0·03
April	13	24	2,081	2,869	15,272	0·02
Cumulative totals	47		12,135		103,772	0·03

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1951[1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars[2]
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to April, 1951				
MANUFACTURING—				
Textiles, Clothing, etc.—				
Silk and rayon factory workers, Dunnville, Ont.	1	20	100	Commenced March 22; alleged discrimination in dismissal of four workers; terminated April 6; return of workers pending certification of union as bargaining agency; indefinite.
Miscellaneous Wood Products—				
Furniture factory workers, Kitchener, Ont.	1	88	2,000	Commenced March 12; for union recognition and agreement providing for extension of vacation plan, payment for statutory holidays, overtime rates, sickness and accident insurance, following reference to conciliation board; unterminated.
Furniture factory workers, Waterloo, Ont.	1	31	400	Commenced March 14; alleged discrimination in lay-off of nine workers; terminated April 21; return of workers and replacement; in favour of employer.
TRADE—				
Wholesale grocery warehouse workers, Sault Ste. Marie, Ont.	1	.....	.....	Commenced March 24; alleged discrimination in dismissal of one worker; terminated March 31; return of workers pending reference to provincial conciliation, indefinite.
SERVICE—				
Business and Personal—				
Hotel employees, Windsor, Ont.	1	58	1,200	Commenced March 12; for a union agreement providing for increased wages; unterminated.
Strikes and Lockouts Commencing During April, 1951				
MINING—				
Coal miners, River Hebert, N.S.	1	59	1,060	Commenced April 2; dispute *re* cleaning off wall before end of shift; unterminated.
Coal miners, Springhill, N.S.	1	500	540	Commenced April 3; misunderstanding over removal of one miner from longwall face; terminated April 4; return of workers pending settlement; indefinite.
Coal miners, Drumheller, Alta.	1	175	175	Commenced April 24; against dismissal of a miner for loading dirty coal; terminated April 25; return of workers pending settlement; indefinite.
MANUFACTURING—				
Vegetable Foods, etc.—		[3]		
Bakery workers, St. John's, Nfld.	1	70	630	Commenced April 2; for a new agreement providing for increased wages and reduced hours; terminated April 11; return of workers pending reference to conciliation board; indefinite.
Tobacco and Liquors—				
Tobacco products factory workers, Hamilton, Ont.	1	382	600	Commenced April 12; protesting lay-off of 34 workers until new excise stamps available; terminated April 13; return of workers; in favour of employer.
Textiles, Clothing, etc.—				
Hat and cap factory workers, Montreal, P.Q.	1	5	40	Commenced April 4; for union recognition and agreement, following reference to arbitration board; terminated April 13; return of workers; in favour of employer.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, APRIL, 1951 [1]

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars [2]
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1951—*Concluded*				
Miscellaneous Wood Products—				
Sash and door factory workers, Victoria, B.C.	1	10	160	Commenced April 9; for acceptance of master agreement providing for increased wages and cost-of-living bonus retroactive to March 1, 1951; unterminated.
Lumber mill workers, Sarnia, Ont.	1	64	50	Commenced April 30; for a union agreement providing for increased wages, reduced hours and union security pending report of conciliation board; unterminated.
Metal Products—				
Auto body factory workers, Windsor, Ont.	1	260	180	Commenced April 2; protest against alleged excessive fumes in body-paint division; terminated April 2; negotiations; in favour of employer.
Machine and tool factory workers, Ingersoll, Ont.	1	325	1,200	Commenced April 2; for increased wages; terminated April 5; return of workers pending further negotiations; indefinite.
Motor vehicle factory workers, painters, Windsor, Ont.	1	[4] 25	12	Commenced April 18; dispute over rest period; terminated April 18; return of workers; in favour of employer.
Dry battery factory workers, Toronto, Ont.	1	131	590	Commenced April 24; for increased wages and cost-of-living bonus; unterminated.
Refrigerator factory workers, Hamilton, Ont.	1	19	76	Commenced April 25; alleged discrimination in lay-off of four workers; unterminated.
Sheet metal products factory workers, Toronto, Ont.	1	360	270	Commenced April 30; for a new agreement providing for increased wages, reduced hours, cost-of-living escalator clause and annual improvement factor; unterminated.
TRADE—				
Brewery warehouse and retail stores workers, Windsor, Ont.	8	65	390	Commenced April 20; for a new agreement providing for increased wages, or increased wages plus cost-of-living bonus, following reference to conciliation board; terminated April 26; negotiations; compromise, increased wages with retroactive pay, plus cost-of-living bonus.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 52 indirectly affected; (4) 3,000 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1951, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Prime Movers, (engines, shaftings, belts, etc.)	.....	.....	.....	1	4	.....	.....	.....	.....	.....	.....	.....	5
Working Machines	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2
Hoisting Apparatus (elevators, conveyors, etc.)	.....	.....	.....	.....	2	1	.....	.....	.....	.....	.....	.....	3
Dangerous substances (steam, electricity, flames, explosives, etc.)	.....	1	.....	.....	4	4	1	.....	.....	.....	10	.....	20
Falling against or being struck by objects	.....	3	.....	2	4	1	.....	1	.....	.....	.....	.....	11
Falling objects	3	20	.....	8	6	.....	.....	3	1	.....	1	.....	42
Handling of objects	.....	5	.....	.....	2	1	.....	.....	.....	.....	.....	.....	8
Tools	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Moving Trains, vehicles, watercraft, etc	2	6	4	2	7	11	.....	41	5	.....	10	.....	88
Animals	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	3
Falls of persons	1	.....	.....	1	3	7	3	2	2	.....	3	.....	22
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	2	1	.....	15	7	8	.....	3	2	.....	4	.....	42
Total, First Quarter—1951	9	37	4	30	41	33	4	50	10	.....	28	.....	246
Total, First Quarter—1950	10	47	11	51	72	28	17	44	12	.....	20	.....	312

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1951

Industry	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	.....	1	2	4	1	.....	1	.....	.....	9
Logging	.....	.....	3	.....	3	10	3	.....	6	12	.....	37
Fishing and Trapping	.....	.....	3	.....	.....	.....	.....	.....	.....	1	.....	4
Mining and Quarrying	1	.....	2	.....	2	15	1	.....	4	5	.....	30
Manufacturing	.....	.....	4	1	7	16	.....	1	4	8	.....	41
Construction	.....	.....	1	4	5	16	1	1	4	1	.....	33
Electricity, Gas, Water Production and Supply	.....	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	4
Transportation, Storage and Communications	.....	.....	2	6	7	20	7	.....	2	5	1	50
Trade	.....	.....	.....	.....	2	4	2	.....	1	1	.....	10
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	1	13	7	.....	1	.....	5	1	28
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	.....	15	13	41	96	15	3	22	38	2	246

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